

The Philippines: Contribution of Social Dialogue to the Formalisation of Domestic work and Agenda 2030

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Amelita King-Dejardin





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1. Introduction

1.1. Why focus on domestic work?

Domestic work has among the highest concentrations of low-waged workers (mostly women and girls), often labouring long hours and in hazardous environments. This situation is the result of the exclusion of domestic workers from labour protection and social protection, social norms and traditions, and lack of bargaining power of workers who depend on domestic work for survival. Domestic work, as it is currently structured, traps women and young workers in a cycle of exclusion, inequality and poverty. Reducing decent work deficits in domestic work by strengthening its governance and formalising employment relationships would break this cycle of social exclusion and inequality, and contribute to achieving the Sustainable Development Goals (SDGs).

In September 2012, the Philippine Government ratified the Domestic Workers Convention, 2011 (No. 189), and, in January 2013, passed a comprehensive Domestic Workers Act, referred to as “Batas Kasambahay”. Both are landmark policies in a country that (i) employs within its borders close to 2 million domestic workers, and (ii) has deployed hundreds of thousands of Filipinos to work as domestic workers overseas, many of them to the Middle East where protection for domestic workers is virtually nil. Both measures have been hailed as major achievements of a broad-based alliance among trade union federations, the national employers’ organization, civil society organizations, and government.

1.2. Objective and scope of this case study

The objective of this case study is to illustrate the role of social dialogue in facilitating the formalisation of employment in the domestic work sector, and, thus, in achieving Agenda 2030. This case study relies on secondary sources, primarily documents arising from the International Labour Organization (ILO) technical assistance during 2011-2017. These are supplemented by interviews with key informants, including members of the national Technical Working Group on Domestic Work.

Social dialogue refers to “all types of negotiation, consultation or information sharing among representatives of governments, employers and workers (tripartite dialogue), or between employers and workers (bipartite dialogue), on issues of common interest.”¹ It may happen at any level, and takes many forms.

Waged workers are informal if their employment, in law or in practice, meets one of the following criteria: not regulated by national labour legislation, not covered by social security, not subject to income taxation, or does not provide access to certain employment benefits.² Informality of

¹ ILO (2017) *Transition to formality : The critical role of social dialogue*. Dialogue in Brief Issue No. 1.

² ILO (2016) *Formalising employment in domestic work* (Geneva). This broad definition was adopted by the 17th ICLS. It captures the diverse situations and criteria of informality. Recommendation No. 204 encourages Member States to take into account the diversity of characteristics, circumstances and needs of workers and economic units in the informal economy in order to address and tailor approaches to these differing situations.

employment thus has multiple dimensions, varies in degree and form along a continuum. Absolute informality is the absence of legal recognition and protection of workers' rights; and absolute formality is where workers fully enjoy their rights.³

2. *The informal economy and domestic work in the Philippines*

2.1. *Informal economy*

Available statistics on the Philippine informal economy do not yet fully reflect the ILO's broad definition.⁴ Most often, the number of informal workers has been estimated simply by adding up the number of unpaid family members and number of non-employer own-account workers. They comprised from 50 per cent in 2005 to 52 per cent in 2010 of total employment.⁵ This method is limited because it ignores wage employees who are in informal employment, including employees of private households.

The Informal Sector Survey in 2008 estimated the number of persons in informal employment. Those employed inside the informal sector numbered 15.68 million, which comprised 72.5 percent of non-agricultural employment, while workers in informal employment outside the informal sector were estimated at 2.49 million, or roughly 11.5 percent of non-agricultural employment.⁶

³ ILO Formalising Employment in Domestic work, op cit.

⁴ A Philippine Statistical Authority (PSA) presentation in 2015 was still focused on the « informal sector » and defined informal sector as “consisting of household unincorporated enterprises”. De Guzman and de Guzman, PowerPoint Presentation at the « Regional Course on Statistics on Informality: Informal economy, work and employment » July 6-10, 2015, Chiba, Japan.

⁵ R. Ofreneo (2015) “Labor in a De-Industrialized Philippines: Rebooting Manufacturing Towards Sustainability”, Paper presented in the forum The Quality of Growth and Employment under the Aquino Administration, June 18, 2015, Pasig City, p. 22, cited LABSTAT Updates August 2010; PSA, LABSTAT Updates May 2008.

⁶ Philippine Commission on Women (PCW) (no date): “Upholding the Rights of Women in the Informal Economy: Providing Measures for the Transition from the Informal to the Formal Economy”, Policy Brief 8 (Manila), cited ILO (2013) Women and Men in the Informal Economy – A Statistical Picture, Second Edition, (Geneva: ILO, 2013), 158.

2.2. Domestic work in the Philippines

2.2.1. Size of the workforce: The estimated number of domestic workers, aged 15 years old and above, was 1.98 million in 2013, up by 97 per cent from 1.2 million in 2001.⁷ Most recent preliminary estimates of employees of private households hover around the 2 million mark: 1.903 million in 2014, 1.923 million in 2015 and 2.033 million in 2016.⁸

Many more domestic workers are not captured by the Labor Force Survey (LFS): child domestic workers aged less than 15 years old; adults who work as domestic workers as a secondary occupation; and persons performing household tasks in the house of wealthier relatives without pay, in exchange for shelter, education or daily subsistence.

2.2.2. Women's single most important source of wage employment: In 2013, while women comprised only 38 per cent of total employment, they made up 84 per cent of domestic workers.⁹ The number of male domestic workers has risen steadily, but they make up only 1.4 per cent of employed men (and 1.6 per cent of men in paid employment) as of 2010.

2.2.3. High concentration of young and child workers: Domestic workers are relatively young: 34 per cent of female domestic workers and 29 per cent of male domestic workers are 15-24 years old. In comparison, only 19 per cent of employed workers nationwide are in the same age range. The 2013 Labor Force Survey indicates that 30,400 children below 15 years old were employed in private households. The more detailed Survey on Children in 2011 found that 57,350 children aged 5 to 14 were employed in private households.¹⁰

⁷ The Philippine Labor Force Survey (LFS) classifies wage and salary workers using the variable "class of worker" which specifies a person under the category "employed for private household". This classification is aligned with the definition of a domestic worker. Another way of identifying domestic workers, in line with ILO recommendations, is using in the Industrial Classification under PSIC= 9500 Activities of private households with employed persons (for PSIC 1994) or PSIC=9700 Activities of households as employers of domestic personnel and PSIC=9640 Domestic services (for PSIC 2009). Both methods produce the similar estimates of domestic workers.

⁸ Data are generated by the LFS. These figures were drawn from statistical tables published on PSA website. Author considers these figures as preliminary because data referred to LFS of different months, and are not annualised data.

⁹ A. Kucharski (2015) "The Reality of Domestic Workers in the Philippines in Light of the Domestic Workers Law (Batas Kasambahay)", Draft submitted to ILO Manila Office. Figures were calculated from 2013 Labor Force Survey.

¹⁰ ILO (2011) *Survey on Children, Philippines*.

2.3. *Employment patterns*

2.3.1. Employment patterns. Nearly all domestic workers are employed directly by private households. In terms of residential arrangements, there are two main categories of domestic workers: live-in domestic workers, who live in the residence of the household employer and generally also work full-time for the employer; and live-out workers, who may work fulltime for a single household employer or work part-time for multiple employers.¹¹ Live-in domestic workers comprised 30.1 per cent in 2010 and 26.9 per cent in 2013.¹² The declining trend in the relative share of live-in domestic workers seems to continue: 27.6 per cent in 2014, 21.2 per cent in 2016.¹³

2.3.2. Informality of employment in domestic work. Based solely on the criterion of coverage of labour legislation and social security law, domestic workers in the Philippines may be considered to be in formal employment in spite of being unequally treated under the Philippine Labor Code.¹⁴ However, in practice and on other criteria of formality, the employment of domestic workers is predominantly informal. In 2012, only 1.6 per cent (33000 of more than 2 million domestic workers) were contributing members of the Social Security System (SSS).¹⁵ Verbal agreements are the norm.¹⁶ Recruitment practices are largely informal, done with the help of relatives, friends, previous domestic workers and close neighbours. Employers and domestic workers place a great value on cultivating a family-like relationship.¹⁷

¹¹ Confirmed in various meetings on domestic work, and interviews with Ms Montenegro (Deputy Secretary, UNITED) and Ms Tesiorna (President, ALLWIES).

¹² Domestic workers, who reside in the household where they work ('live-in' domestic workers), can be identified by using the variable "relationship to household head" where respondents can identify their relationship to the household head as "domestic worker". Live-out domestic workers are calculated by subtracting the number of live-in domestic workers from the total number of domestic workers.

¹³ These figures are preliminary; generated for the author by the NWPC from their copy of LFS public use files using the filter « domestic helper » as the relationship to the head of household.

¹⁴ Excluded from Title II of the Labor Code on wage employees. Instead they are covered by special provisions in Title III.

¹⁵ PSA (2017) "Decent Work in the Philippines. Statistics on Social Security" *LABSTAT Updates* Vol. 21, No. 6.

¹⁶ Oral agreements often only concern salary and scope of work. It is not uncommon for tasks to change and go beyond the initially agreed upon scope of work, especially in the case of live-in workers (Souce: C. Carlos (2014) "Results of The Qualitative Research on Employment Arrangements, Practices And Working Conditions In Domestic Work in The Philippines. Thematic Report", Unpublished, submitted to ILO Manila Office).

¹⁷ For many domestic workers, being treated "like a family member" implies a higher status than being treated like a "mere employee" and that one's well-being is respected and cared for. For employers, treating a domestic worker "like a member of the family" means treating them "well"(Carlos op. cit.).

3. *SDGs and formalisation of employment in domestic work*

From the perspective of the ILO Recommendation No. 204¹⁸, formalisation aims at promoting decent work for all and inclusive development. Equal access to opportunities for productive and decent jobs is required for sustained poverty reduction and for development gains that benefit everyone. Formalisation should thus offer a path to eradication of poverty and reduction in inequality. Improving wages, working conditions, job and income security of domestic workers is key to achieving the sustainable development goals.

SDG 8 - Promote decent work

Domestic work has high levels of informality, not only due to effective exclusion from labour and social protection but also because the work takes place within the private sphere, and because traditional practices, social norms and personalised relationships disguise the employment relationship. Informality in all its dimensions creates and sustains conditions that breed severe decent work deficits. Tackling informality in domestic work will contribute to the achievement of SDG Target 8.5 (full and productive employment and decent work for all women and men) and SDG Target 8.3.1 (reduction of informality among women and men). Measures to promote freedom of association, labour rights, and occupational safety and health standards in domestic work would also be in line with SDG Target 8.8 (protection of labour rights, and promotion of safe and secure working environments for all workers).

SDG 10 – Reduce inequalities

Domestic work has disproportionately high concentrations of women from poor households and socially excluded populations (e.g. indigenous communities). Measures that address the multiple dimensions of inequality that underlie and permeate domestic work, will contribute to SDG target 10.2 (empowerment and promotion of the social, economic and political inclusion of all).

SDG 5 - Achieve gender equality and empower all women and girls

Addressing decent work deficits and rights violations in domestic work will contribute to the realization of SDG Target 5.1 (End all forms of discrimination against all women and girls everywhere”). Gender-based norms and inequalities channel and trap women into domestic work. Although men figure among domestic workers, domestic work is women’s single most important source of income and entry into the paid economy. Three main factors shape the gender dimensions of domestic work: the traditional gender division of labour that assigns to women the principal responsibility for unpaid care; the lack of publicly provided childcare and eldercare services; and social norms constraining women’s mobility and presence in the public space.

¹⁸ Recommendation 204, referred to as the Transition from the Informal to the Formal Economy Recommendation, was adopted at the 2015 International Labor Conference of the ILO.

SDG 1: End poverty in all its forms everywhere

Domestic workers come from households living in poverty. Low and precarious wages, income and job insecurity, health and safety risks, child labour and labour exploitation further trap domestic workers in poverty. Therefore, measures that tackle these problems would contribute to enabling workers and their families breaking out of poverty and improve their level of living and human capabilities, in line with SDG Target 1.2 (reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definition).

4. *Domestic work in transition to formality: Milestones, 2009-2016*

Much of the poor working conditions on domestic work can be traced to the absence of effective legal framework for domestic workers, and the predominance of social norms and traditional, personalized practices. The *Batas Kasambahay* (Domestic Workers Act) and Convention 189¹⁹ are landmark social policies for the Philippines. They send two strong messages: first, that domestic workers are like workers with fundamental rights; and second, that employment relationships by their nature, regardless of their location in the private sphere, cannot be excluded from state regulation on rights and conditions of employment. These policies are an indispensable first step towards formalizing employment of domestic workers.

4.1. *The Domestic Workers Act*

The Domestic Workers Act extends labour rights, benefits, and protection to nearly 2 million domestic workers in the Philippines. It covers persons engaged in domestic work within an employment relationship. This includes persons performing general household, or working as nursemaids, cooks, gardeners, or laundry persons, but excludes family drivers.²⁰ The law covers both domestic workers living with the employer and those in live-out arrangements (as explicitly stated in Implementing Rules and Regulations of the law).

The Act provides for the protection of domestic workers against abuse, debt bondage, and worst forms of child labour. It sets minimum standards for wages, hours and days of rest, and other benefits for domestic workers; extends social security and public health insurance to the sector and provides for mechanisms for quick response to abuses and accessible means to redress grievances (Box 1).

¹⁹ Convention 189, referred to as the Domestic Workers Convention, was adopted at the 2011 International Labor Conference of the ILO.

²⁰ The Philippine Government justifies the exclusion by noting that family drivers are covered by other provisions of the Labor Code of the Philippines.

Box 1: Key provisions of the “batas kasambahay”

General obligations imposed on employers of domestic workers:

Treat domestic workers with fairness and respect

Domestic workers not to be subjected under any form of abuse or exploitation

Provide domestic workers at least three adequate meals per day, human sleeping conditions, and appropriate rest and medical assistance in case of illnesses or injuries

Respect workers' right to privacy

Provide the worker with access to outside communication

Adjust the work schedule of the domestic worker to allow access to education or training

Recruitment and pre-employment:

Prohibits agencies, intermediaries, and employers from extracting “finders' fees” and deployment expenses from domestic worker.

Makes Private Employment Agencies (PEAs) jointly and severally liable with the employer for all the wages, wage-related benefits and other benefits due to domestic workers

Requires the employer and the domestic worker to enter into a written contract before commencement of the service.

Wage protection and minimum wage:

Adjusts the minimum wage for domestic workers: not be less than P 2,500 per month for those employed in the National Capital Region, P2,000 for those employed in chartered cities and municipalities, and P1,500 for those employed in other municipalities.

Mandates Regional Tripartite Wage Boards (RTWPBs) to review and, if necessary, adjust the minimum wages of domestic workers one year after the enactment of the law and periodically thereafter.

Entitles domestic workers with at least one month of service to a thirteen month pay which shall not be less than one-twelfth of the total basic salary earned in a calendar year.

Requires employers to pay wages in cash.

Prohibits employers from interfering with the domestic workers' disposal of wages.

Penalizes employers who will place domestic workers in debt bondage or illegally withhold the wages of domestic workers.

Provides clear and strict guidelines for deductions from wages of domestic workers for loss and damages to the property of the employer caused by domestic workers.

Requires employers to issue pay slips.

Working time protection:

Entitles domestic workers to an “aggregate daily rest period” of eight hours per day.

Entitles workers to at least 24 hour consecutive hours of rest for every week.

Entitles workers who have rendered at least one year of service to an annual service incentive leave with pay.

Social security:

Entitles domestic workers who have rendered at least one month of service to be covered by the Social Security System (SSS), Employees Compensation Commission (ECC), Philippine Health Insurance Corporation (PHIC), and the Home Development Mutual Fund (Pag-IBIG Fund). Premiums are to be shouldered by the employer for domestic workers earning less than P5,000.

Protection from child labour:

Prohibits employment of children below 15 years of age as domestic workers.

Allows the employment of children aged 15-17 years old as long as the working conditions conform to the standards set forth in Republic Act 9231 or the Anti-Child Labor Act 5.

Employment protection:

Prohibits domestic workers and employers from terminating the contract before the expiration of the contract term except for just causes as enumerated under the law.

Obligates compensation of domestic worker unjustly dismissed by the employer, the worker shall be paid the compensation already earned plus the equivalent of fifteen days of work. If the domestic worker leaves without justifiable reason, the worker will forfeit any unpaid salary due not exceeding the equivalent of fifteen days of work.

Victims of abuse and exploitation:

Assures the immediate rescue of abused and exploited domestic workers, including children in worst forms of child labour.

Requires the Department of Social Welfare and Development (DSWD), and the Department of Interior and Local Government (DILG) to work with local government units in developing and implementing standard operating procedures for the effective rescue and rehabilitation of abuse domestic workers.

Dispute settlement:

Elevates all labour-related disputes to the Department of Labor and Employment (DOLE) Regional/Field Office with jurisdiction of over the workplace, without prejudice to the filing of civil and criminal action in appropriate cases.

Mandates the DOLE to exhaust all conciliation-mediation efforts before rendering a decision.

Sources: Act Instituting Policies for the Protection and Welfare of Domestic Workers (Republic Act 10361) <http://www.officialgazette.gov.ph/2013/01/18/republic-act-no-10361/>; Implementing Rules and Regulations of Republic Act no. 10361, otherwise known as the “Domestic Workers Act” or “Batas Kasambahay” <https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/93312/109041/F-1849523526/PHL93312.pdf>; “Philippines enact new law protecting domestic workers”, *Developments in Law and Practice 2013* (Geneva: ILO)

4.2. Setting up the institutional infrastructure of the law

Once a law is passed, the next stage of law reform is setting up the institutional infrastructure required for implementation, i.e., mechanisms, systems, procedures, tools, trained staff, and the like. Since 2013, the Philippine Government, in collaboration with social partners and civil society organizations, has formulated the Implementing Rules and Regulations (IRR) of the Domestic Workers Act and a range of guidelines, circulars and administrative orders. Through the Department of Labor and Employment (DOLE) working group²¹ and Government Inter-Agency Committee,²² the Government took steps to synchronise their programmes and guidelines. One product of these efforts is the Unified Registration System (URS) for domestic workers and their employers, set up by Social Security System, PhilHealth and Pag-IBIG.

The period 2013-14 also saw intense information-dissemination activities by various government offices at national and regional levels on the provisions of the law.²³ The Social Security System, PhilHealth and Pag-IBIG held registration campaigns in diverse venues aimed at encouraging employers of domestic workers and domestic workers to enrol in the three social protection systems.

²¹ Between bureaus and agencies of the Department of Labor and Employment (DOLE).

²² Between government departments, formed by then DOLE Secretary Baldoz through a Memorandum of Understanding between DOLE and departments.

²³ See examples of materials produced by DOLE, SSS, PhilHealth [https://www.dole.gov.ph/files/Q%20&%20A%20on%20Batas%20Kasambahay%20\(RA%20No%2010361\).pdf](https://www.dole.gov.ph/files/Q%20&%20A%20on%20Batas%20Kasambahay%20(RA%20No%2010361).pdf); <https://www.facebook.com/notes/philippine-social-security-system/kasambahay-unified-registration-system/10155356303589801/>; https://www.philhealth.gov.ph/circulars/2015/TS_circ016-2015.pdf

5.1. *Tripartite partners in policy-making*

5.1.1. The trade unions as interlocutors of domestic workers: New domestic workers' groups and organizations have emerged since 2014 as the Federation of Free Workers (FFW), SENTRO (formerly APL), and Trade Union Congress of the Philippines (TUCP) stepped up their efforts to organize domestic workers. Two domestic workers' organizations were eventually formally established in 2015, namely, UNITED Domestic Workers of the Philippines (UNITED), affiliated with the trade union centre SENTRO, and the ALLWIES-Kasambahay Chapter (ALLWIES is affiliated with TUCP).

Before the ILO standard-setting process on domestic workers, trade unions were not engaged in the labour issues of domestic workers, except for the child labour and migration aspects of domestic work. For example, the APL (now SENTRO) was engaged in organizing Filipino domestic workers in Hong Kong (China). The FFW collaborated with the ILO child labour projects and was a member of the National Child Labour Council.

5.1.2. The Employers' Confederation of the Philippines (ECOP) as interlocutor of domestic workers: The ECOP has taken on the role of "natural interlocutor" and advocate for employers of domestic workers: board members, chapter leaders, and members are leaders of homeowners' associations; all enterprise management representatives are employers of domestic workers.²⁴ For national and regional consultations with employers of domestic workers, ECOP invited officers and members of ECOP and Philippine Chamber and Commerce and Industry Chapters and homeowners' associations.

5.1.3 Tripartite policy-making bodies: The Tripartite Industrial Peace Council (TIPC), lodged with the Department of Labor and Employment, is the main consultative and advisory body mechanism on labour and employment matters.²⁵ It formulates proposals, monitors implementation and compliance with provisions of tripartite instruments and social accords, and serves as the clearing house for the recommendation and ratification of ILO Conventions.

Trade unions and the ECOP have formal seats in policy-making bodies. They are members of the TIPC; tripartite policy-making bodies, such as the National Wage and Productivity Commission (NWPC), Employees Compensation Commission (ECC), Technical Education and Skills Development Authority (TESDA), social security organizations for private (SSS) and government (GSIS) personnel, and National Anti-Poverty Commission (NAPC); quasi-judicial bodies on labour disputes such as the National Labor Relations Commission (NLRC) and National Conciliation and Mediation Board (NCMB); and quasi-legislative bodies such as the Regional Tripartite Wage and Productivity Boards. In the NAPC, in addition to seats assigned to representatives of trade unions

²⁴ Interview with Ms Buenaventura-Snyder. Interview with Mr Leogardo

²⁵ Executive Order No. 403 (May 30, 1990) by then President C. Aquino established the Tripartite Industrial Peace Council (TIPC) to attain industrial peace through meaningful tripartite consultations among the representatives from Labour, Employer and Government sectors in the formulation and implementation of labour and social policies.

and ECOP, the TUCP affiliate, ALLWIES, is a member of the Sectoral Council on Workers in the Informal Sector.²⁶ Twenty percent of seats in the House of Representatives are reserved for representatives (selected or elected) of labor, peasant, urban poor, indigenous cultural communities, women, youth, and such other “marginalized” and “underrepresented” sectors, coalitions or parties.²⁷ TUCP has a seat in the Lower House of Congress, along with other workers’ organizations (none of domestic workers).

5.2. *Tripartite mechanisms: Technical Working Group on Domestic Work*

5.2.1. The formation and composition of the Technical Working Group: The ILO standard-setting agenda encouraged national organizations at a national domestic workers’ summit in 2005 to set up a national coordinating group to facilitate consultations. In March 2009, the APL, FFW, TUCP, ECOP, DOLE and the Visayan Forum (VF)²⁸ agreed that the technical working group (TWG) on domestic work would be primarily tripartite, while reserving the option to expand its membership to NGOs and networks involved in the campaign for a convention on domestic workers.²⁹

The TWG-Domestic Work expanded to include other organisations such as SUMAPI, the Informal Sector Coalition of the Philippines (ISP, later renamed Alliance of Workers in the Informal Economy or ALLWIES), the Philippine Commission on Women (PCW), and Migrant Forum Asia (MFA). Most TWG representatives were part of the “child labour network” of the 1990s and 2000s.³⁰ Through its first four years of existence, the TWG membership underwent very few changes. This constancy in membership imbued the TWG with institutional memory, enabled members to build an expertise in domestic work issues, and facilitated decision-making. Technical representatives were also high enough in the decision-making ladder of their own institutions to be able to commit resources and secure support from their own membership.³¹

²⁶ Informal Sector Coalition of the Philippines, formed by TUCP, PATAMABA, BALIKATAN, etc.; replaced by ALLWIES (Interview with Ms Tesiorna).

²⁷ Philippine Constitution 1987 provides: “The party-list representatives shall constitute twenty per centum of the total number of representatives including those under the party-list. For three consecutive terms after the ratification of this Constitution, one-half of the seats allocated to party-list representatives shall be filled, as provided by law, by selection or election from the labor, peasant, urban poor, indigenous cultural communities, women, youth, and such other sectors as may be provided by law, except the religious sector;”. The party-list system of representation in the House of Representatives is a mechanism of proportional representation from marginalized or underrepresented national, regional and sectoral parties, or organizations or coalitions. (C. Robles, “Primer on the Party-List System of Representation in the House of Representatives” (Chan Robles Virtual Law Library, <http://www.chanrobles.com/republicactno7941primer.htm#.Wp4EJWaB3ow>)

²⁸ The Visayan Forum (VF) is a Foundation that has been engaging with issues of domestic workers since the mid-1990s

²⁹ The ILO initiated the meeting.

³⁰ Interviews with Ms Lobrin-Satumba (formerly BWSC) and Ms Buenaventura-Snyder (CSR Manager, ECOP). Ms Lobrin-Satumba pointed out they had “grown up together” in the issues of domestic work. Ms Buenaventura-Snyder said this explained the close personal and professional relationships among the representatives on the TWG.

³¹ Alcantara, op. cit.

5.2.2. Relation between the TWG and the Tripartite Industrial Peace Council (TIPC): There is no institutional or formal link between the TWG-Domestic Work and the TIPC, the principal advisory body on labour and employment law and policy. The TWG can influence the decisions of the TIPC on matters affecting domestic workers through two channels: first, the TWG member organisations who are also members of the TIPC; and second, through consultations that the Department of Labor and Employment or any of its member organizations may decide to undertake with representatives and stakeholders of the domestic work sector.

5.2.3. Evolving priorities according to need:³² The TWG set group objectives, and formulated and coordinated action plans, which were a combination of joint and separate activities by member organizations.

The TWG's first action plan had twin objectives: (i) enabling the Philippine employers, trade unions, and government to present a common position at the 2010 and 2011 International Labour Conference, and (ii) advocating for the passage of a law for domestic workers. After the ILO adopted Convention 189 and Recommendation 201³³, the TWG prioritised the ratification of the Convention by the Philippine government, together with sustained advocacy for a comprehensive national law aligned with the Convention. From 2013 to 2015, the TWG members focused its actions on supporting the effective implementation of Batas Kasambahay and promoting compliance among employers and workers. It carried out activities in five areas: (i) formulation of the Implementing Rules and Regulations of the law by organizing multi-stakeholder consultations on the draft rules; (ii) building capacities of implementing agencies to perform their functions under the new law, including formulation of guidelines, procedures and systems; (iii) awareness-raising campaigns for the general public; (iv) organizing and educating domestic workers and employers of domestic workers; and (v) formulation of a framework for the assessment of the impacts of the law.

Since 2016, the TWG-Domestic Work has become inactive, and its role, unclear.³⁴ The Members of the TWG who were interviewed for this case study attributed this to three conditions: (i) staff change in the ILO and the Department of Labor and Employment which resulted in the loss of two key persons who had provided leadership to the TWG; (ii) loss of domestic work's priority status in the Department of Labor and Employment' agenda with the change in Government Administration; and (iii) a break and drastic cut in ILO funding in 2016 and 2017, causing a lull and uncertainty in TWG planned activities³⁵. Nonetheless, the All Workers Group of the TWG has continued to undertake activities (e.g. organization of Domestic Workers Day celebration; advocacy and policy measures

³² The sources of information for this section are minutes of TWG meetings, copies of action plans, and documentations of TWG activities funded by the ILO (available at ILO Manila and ILO INWORK, Geneva).

³³ ILO Recommendation 201, referred to as the Domestic Workers Recommendation was adopted in the 2011 International Labor Conference of the ILO

³⁴ Interview with Ms Satumba (formerly BWSC). In 2014, the TWG members considered whether or not the group had a longer-term role. An option mentioned by then Labor Secretary Baldoz was that the TWG could become a tripartite subcommittee of the TIPC (King-Dejardin ILO Mission Report 2014). This had support among the TWG members, but this was never settled before the new Administration and DOLE secretary.

³⁵ Interviews with Ms Tesiorna (ALLWIES), Mr Cainglet (FFW), Ms Satumba (former BWSC), Ms Buenaventura-Snyder (ECOP).

within the National Anti-Poverty Commission).³⁶

5.2.4. Role of crafting a unified position: The TWG had a more delicate task in 2011-2012 when draft versions of the domestic workers' law were being debated in Congress and in public. A united position for Convention 189 was relatively easy. But agreeing on specific provisions of the national law was much more difficult. ECOP often found themselves on the opposite side of trade unions and civil society organisations.³⁷ While the latter advocated for a wide range of rights and employment benefits, similar to those enjoyed by employees in the private business sector, ECOP was concerned that these would raise the cost of hiring domestic workers to unaffordable level for middle-income earning families and result in negative consequences (loss of jobs) for both workers and employers, and would be difficult to enforce.³⁸ The trade unions wanted procedures for collective bargaining and overtime compensation, but failed to secure these.³⁹ Nonetheless, the TWG and the Department of Labor and Employment tried to present unified positions in public and during Congress hearings.

5.3. *Giving domestic workers and employers a voice in social dialogue*

The translation of *Batas Kasambahay* into actual behaviour in private households implies a change in the norms and rules of deeply rooted, informal and traditional social arrangements in the country. For social dialogue processes on domestic work in the Philippines, the challenge was to reach and engage domestic workers and their employers. Social dialogue processes were organized around several major themes: a unified Philippine position on the ILO instruments, ratification of Convention 189, passage of a comprehensive law on domestic workers aligned with the Convention, formulation of the Implementing Rules and Regulations (IRR) of the new law, formulation of other guidelines and procedures for the implementing agencies, review and adjustment of the minimum wage rates for domestic workers, the design of a framework for the participatory assessment of the impact of the law, and a TWG assessment and action-planning in 2016.

5.3.1. Towards a unified Philippine position on the ILO instruments and the Ratification of Convention 189: At the International Labour Conference of June 2010, the Philippines was one of few countries that presented a unified stance in favour of a binding Convention, supported by a Recommendation. This level of consensus among the tripartite partners and Civil Society Organisations (CSOs) was not achieved immediately; it required a number of national and regional consultations and debates and small TWG technical meetings. Multi-stakeholder consultations involved trade unions, national and regional government officials, domestic workers, CSOs, faith-based organizations, and the academe.

³⁶ Interview with Mr. Cainglet (FFW); with Ms Tesiora (ALLWIES).

³⁷ Interview with Ms Buenaventura (ECOP).

³⁸ Interview with Ms Buenaventura-Snyder (ECOP), interview with Ms Montenegro (UNITED).

³⁹ Interview with Mr Cainglet (FFW Vice-President) and Ms Montenegro (UNITED).

Until August 2009, the tripartite partners had contrasting positions on one important point: whether migrant and local domestic workers should be treated in the same manner by a binding international instrument. This point of disagreement was resolved at the Second National Domestic Workers Summit in August 2009, and a consensus was reached for the Philippines to support a Convention and a Recommendation covering both migrant and local domestic workers.

There was practically no dissension throughout the process of ratification of C189. The TWG members together and separately met with members of the Senate to solicit support for the Convention. In addition to the recognition of the contribution of domestic workers to economies and vulnerabilities, protecting the interests of overseas Filipino domestic workers was a uniquely strong motivation.⁴⁰ The primacy of protecting overseas Filipino domestic workers was evident in the Tripartite Industrial Peace Council Resolution No. 9 that endorsed ratification, and in the letter of the Department of Labor and Employment Secretary endorsing the same to the Department of Foreign Affairs.

5.3.2. Passage of a comprehensive law on domestic workers: Within two years of deliberations, the 15th Philippine Congress adopted the Domestic Workers Act, whereas many bills on domestic workers had been filed over the course of some 27 years and failed to receive support. What had changed that made law reform possible? First, Philippines' desire to ratify Convention 189 was a major driver.⁴¹ There were other positive conditions: (i) political leadership, (ii) a broad policy agenda favourable to workers' rights, and (iii) a unified position among tripartite partners and allies. Box 2 lists factors that facilitated the law reform process.

Box 2: towards a new domestic workers law: what helped the law reform process?

1. Political leadership and support from the Executive Branch

President B. Aquino III pledged to ensure just wages and benefits for domestic workers in his annual State of the Nation Address, July 25, 2011. The “Batas Kasambahay” was included in the priority legislative agenda of the Legislative- Executive Development Advisory Council.

Former Department of Labor and Employment Secretary L. Baldoz set up an internal DOLE inter-agency committee to assess gaps in Philippine legislation in respect of Convention 189 and comment on various versions of the draft law in Congress; and convened an inter-agency committee consisting of relevant government agencies that would have functions under the proposed law.

2. A broad policy agenda favourable to domestic workers' rights

⁴⁰ In 2010, of the top ten occupational categories of deployed land-based overseas Filipino workers (OFWs), household service workers ranked number one (28.4% of land-based new hire), with women making up 98% of the HSWs deployed; and caregivers and caretakers accounted for 2.7%, with women making up 94% of deployed. CMA 2011.

⁴¹ Confirmed by informants, Secretary Baldoz, Mr Cainglet (FFW) and Ms Tesiorna (ALLWIES).

The Administration's 22-Point Labor and Employment Policy Agenda included protection of the constitutionally guaranteed rights of all workers. Decent work was the established framework for the Medium-Term Labor and Employment Development Plan. Under the Department of Labor and Employment Domestic Workers Policy Reform Package, the Philippines set higher standards for the recruitment and deployment of domestic workers to other countries.⁴² The National Anti-Poverty Commission – Agenda setting encompasses several sectors, among which is “Workers in the Informal Sector”.

3. Sustained support to the legislative process to produce a C189-compliant law

Included briefings for the House and Senate Committees on Labor and their technical staffs, meetings with “champions” of “*batas kasambahay*” in Congress, close information sharing between the Department of Labor and Employment officials and TWG members regarding legislative process, and TWG “watch teams” and “drafting teams” to help draft alternative versions that might break impasses.

4. TWG unified position on content of the law reform

The Department of Labor and Employment and the TWG continued efforts to achieve a unified stance vis-à-vis Congress.

5. Concerted awareness-raising, advocacy and media events

Aimed at mobilizing support for Convention 189, and maintaining public visibility of the domestic workers' issue and the law reform.

6. Sustained knowledge base building

The TWG recognized that lack of data and analysis would be a constraint for policy formulation. Politicians and government staff were not convinced that addressing issues of domestic workers should be a national priority or that labour standards in domestic work were feasible.

The following were produced: analyses by the Department of Labor and Employment and the ILO of national statistical databases to produce profiles of domestic workers, and employer-households of domestic workers; policy gap analysis by the DOLE; analysis of the Quezon City and Makati local government initiatives on domestic workers; ECOP focus group discussions with employers of domestic workers to revise a draft “Ethical guidelines for employers”

Sources: J. Alcantara 2012, “Process Documentation and Assessment: ILO Technical Assistance in Advancing Decent Work for Domestic Workers,” pp. 29-40; Email interview with Ms Baldoz (former DOLE Secretary; Interviews with Ms Tesiorna (ALLWIES), Ms Montenegro UNITED), Ms Buenaventura-Snyder (ECOP), Ms Lobrin-Satumba (former BWSC).

⁴² The policy aims to professionalize domestic work and minimize vulnerabilities.

5.3.3. Formulation of Implementing Rules and Regulations (IRR): Several rounds of consultations took place. Inputs were first drawn by the Department of Labor and Employment through inter-agency meetings with government agencies mandated to implement provisions of the Act. Department of Labor and Employment Regional Offices also conducted “town-hall” consultations with local government offices in their respective regions. A second version (Government Draft as of 14 March 2013) was presented at several consultative meetings for review and comments by the social partners, representatives of domestic workers and employers of domestic workers across the country. The comments generated through these consultations formed part of the social partners’ contributions at the level of the Tripartite Industrial Peace Council.

5.3.4. Adjustment of minimum wage of domestic workers: By the end of 2017, all Regional Tripartite Wage Boards (RTWPB) had issued wage orders raising the minimum wage rates of domestic workers, in accordance to the Domestic Workers Act. According to all Wage Orders issued by the Regional Boards, studies of socio-economic conditions, and public consultations and hearings formed the basis for their deliberations. The “correctness” of minimum wage rates depend on the quality of data and consultations.⁴³ Both faced constraints. On the matter of data, the Boards lacked data from labour force and household surveys⁴⁴, and surveys undertaken to fill data gaps could not cover representative samples.⁴⁵ As regards to public consultations, invitations to hearings was constrained by the absence of information on the location of domestic workers, their employers, or their organizations. Boards relied on DOLE Field Offices, Local Government Units (LGU) and Board members to identify and invite participants, which carries risks of biases.⁴⁶

⁴³ Point made by Ms Hornilla, Director of NWPC.

⁴⁴ Interview with Ms Hornilla, Director of NWPC: The NWPC has requested the Philippine Statistical Authority (PSA) to consider including additional (rider) questions in the LFS which would allow the Commission to formulate a new “empirical framework” for setting minimum wages for domestic workers; but the PSA has declined the request. Ms Hornilla thinks this may be due to a lack of appreciation on the part of PSA officials and staff of domestic work situation; she plans to renew efforts to convince PSA of the importance of their request.

⁴⁵ The Secretariat of the National Capital Region’s RTWPB undertook a quota sample survey of 60 domestic workers from six districts. While the effort may be appreciated, the sample is miniscule and could not possibly provide a meaningful analysis of a region that has more than 350,000 domestic workers with diverse employment and living situations. Information provided by Mr Lagcao, Secretariat of RTWPB of NCR, 19 February 2018 email.

⁴⁶ The Secretariat of NCR RTWPB held one public hearing, attended by 21 domestic workers and nine employers, identified and invited by DOLE Field Offices, Board Labour and Employer Representatives, ALLWIES and the Kasambahay Providers Association (a recruitment and placement agency). Information provided by Mr Lagcao, Secretariat of RTWPB of NCR, 19 February 2018 email.

6. *Current challenges: Policy reform, social dialogue is not finished yet*

6.1. *Assessments by social partners, CSOs, domestic workers and employers*

Recent assessments by tripartite partners, domestic workers and employers of domestic workers, and CSOs of the implementation of Batas Kasambahay have showed important challenges. Although there is recognition of achievements in elaborating the regulatory framework (procedures and guidelines), a relatively greater awareness of workers' legal rights and employers' legal obligations, and formation of new unions and groups of domestic workers, in general improvements in the working conditions of domestic workers have not been very visible.

In a workshop in 2015, domestic workers cited some improvements which they had witnessed in respect of working conditions and attitudes towards domestic workers' rights.⁴⁷ But employers saw the overall situation unchanged. In April 2016, participants to the multi-stakeholders' assessment and planning workshop were more critical, pointing to persistent non-compliance with the law and poor enforcement.⁴⁸ Registration with the Social Security System, PhilHealth and Pag-IBIG was widely considered as too slow. Barangay⁴⁹ registration of domestic workers and employers was nil. Employers of domestic workers were resisting compliance with registration and social security obligations, and were disinterested in participating in forums on the law. Trade unions found it hard to reach domestic workers especially those in live-in arrangements and who resided in gated subdivisions. In December 2017, participants of the "All Workers Group" regional conferences on decent work for domestic workers, delivered similar observations.⁵⁰ They called for renewed efforts in awareness-raising campaigns, organizing of domestic workers, and engagement with government to improve enforcement and address pending issues. Key informants interviewed for this case study characterised the implementation of the law as mainly "dismal".⁵¹

⁴⁷ "Stakeholders' Workshop Towards a Participatory Impact Assessment of RA 10361 and the Domestic Work Sector in the Philippines – Phase 1, A Technical Report", report prepared by ECOP, TWG Secretariat, available with ILO Manila, 2015.

⁴⁸ Initial Assessment and Planning Workshop on Decent Work for Domestic Workers, Subic, Zambales, April 2016, Documentation Report. Participants included: DOLE and other government agencies; trade union centres (FFW, TUCP, ALLWIES-TUCP, TUCP-ALU, SENTRO), ECOP, domestic workers, including UNITED, ALLWIES-Kasambahay Chapter, and members of FFW; employers of domestic workers, and CSOs.

⁴⁹ Barangay is the smallest administrative division in the Philippines.

⁵⁰ Reports of proceedings of TWG-Domestic Work All Workers Conferences: NCR Conference in Quezon City, 4-5 December 2017 (TUCP as secretariat); Mindanao Consultation in Davao City, 11-12 December 2017 (FFW as Secretariat); Visayas Conference in Bacolod City, 14-15 December 2017 (NACUSIP-TUCP as Secretariat); and North Luzon Consultation in Subic, Zambales, 15-16 December 2017 (SENTRO as secretariat).

⁵¹ Interviews with Mr Leogardo (ECOP), Mr Cainglet (FFW), Ms Tesiorna (ALWIES), Ms Oebanda (VF).

6.2. Challenges to substantive progress

Drawing from the two stakeholders' workshops in 2015 and 2016, the All Workers regional conferences in 2017, and interviews with key informants for this case study, the lack of significant progress so far, can be explained by four major factors.

6.2.1. Legal and administrative obstacles to compliance and formalisation:

- Registration with the Social Security System (SSS) – Payment of penalties for late registration, on top of arrears, has become a real barrier to enrolment by employers and their domestic workers. Solutions have been proposed, but it is said that these need amendment of the SSS Law. Pending amendment, employers who are affected by the problem resort to any of the following options: dismiss their long-standing domestic worker, and re-hire someone else; falsify the situation and make it appear that an employment contract has just began; or continue non-compliance. Under all these options, the domestic worker would lose social security benefits.
- Unified Registration System (URS) for SSS, PhilHealth and Pag-IBIG – While this has made registration less time consuming for employers and domestic workers, those who have used the URS have had to verify that they were indeed registered in all the systems. It can take time. Second, payment of premiums still has to be done separately in three different offices.
- Registration of domestic workers and their contracts with the barangay – Although the Department of Local and Interior Government (DILG) has issued circulars to barangays, most barangays have not set up their registration mechanisms. Barangays are reportedly overstretched and have not received orientation and resources for this new function. In addition, many workers and employers are unaware of this requirement; and, if they are, have no disincentive not to do so. Some employers are also concerned about the privacy and security of personal data that they would have to share when they register with the barangay office.
- Ambiguous treatment of live-out domestic workers⁵² - While the law covers all domestic workers, many of its provisions implicitly assume that a domestic worker is residing in the employer's residence and is a fulltime worker. The IRR does not provide sufficient guidance for live-out workers. On working hours, the law stipulates an “aggregate rest period of eight hours” per day. On the minimum wage, this is set as a monthly rate; and the National Wage and Productivity Commission guidelines do not provide procedures for calculating the daily or hourly rate equivalents for part-time workers. The SSS, PhilHealth and Pag-IBIG provisions refer to monthly paid, fulltime domestic workers. For part-time domestic workers

⁵² ALLWIES recommends that there should be specific implementing rules for live-out domestic workers to protect their rights and determine who should be paying social obligations in the many cases of workers with multiple employers. Interview with Ms Tesiorna.

with multiple employers, there are no procedures for proportionate sharing of premiums among several employers.⁵³ They lose their Employees Compensation benefits.⁵⁴

6.2.2. Unclear systems for monitoring enforcement and compliance: Without these mechanisms, there is no incentive to comply and non-compliance could easily go undetected. The Domestic Workers Act does not provide for labour inspection of private homes, which many are quick to cite as the reason why the *Batas Kasambahay* is unenforceable. The Department of Labor and Employment and the TWG-Domestic Work have not focused on innovating alternative methods of monitoring compliance without impinging on the privacy of homes. The Philippine labour force survey does not generate sufficient data; if it did, it would make the domestic work situation more “visible”.⁵⁵

6.2.3. The broad-based movement for domestic workers’ rights has gone silent: Throughout 2009-2013, the broad-based alliance or movement for domestic workers’ rights was dynamic, vocal, and visible. Today, that movement seems to have disappeared.⁵⁶ The Domestic Workers Act does not provide for collective bargaining between domestic workers and employers of domestic workers. Without a platform for negotiation between these two parties at sectoral and/or local level, there is much less incentive for domestic workers and employers to organize.⁵⁷

Much of the recent attention of the tripartite partners seem to be on the form and content of procedures and guidelines, and the gaps in law. Less attention on reinforcing or developing practical initiatives at local level.

The All Workers Group of the TWG-Domestic Work has however continued to function. It may be able to jumpstart the movement.

⁵³ On a few occasions, the SSS representative has been heard to say that part-time workers with multiple employers are considered by SSS as self-employed workers who may enrol with the SSS as voluntary members and pay the full premium.

⁵⁴ In the initial year of the law, DOLE officials have been heard to give the same interpretation. There are anecdotal reports that some households terminate their live-in workers and hire live-out workers instead to avoid employer obligations under the law. The CEACR has noted this issue and has requested the Philippine Government to provide information on measures taken to extend social security coverage to domestic workers working for multiple employers. ILO CEACR Comments.

⁵⁵ Interview with Ms Satumba, former BWSC director, pointed to the need for an impact evaluation of the Domestic Workers Law, and indicated that ILS and NWPC are considering the feasibility of undertaking a household survey on domestic workers.

⁵⁶ A point made by Ms Oebanda (VF).

⁵⁷ UNITED plans to pilot collective bargaining with a homeowners’ association. Interview with Ms Montenegro, UNITED/LEARN.

7. *Conclusions and recommendations*

7.1. *Domestic work, informality, inequality and SDGs*

7.1.1. Domestic work traps workers in a cycle of inequality, informality, and decent work deficits: Domestic work is one sector that has among the highest concentrations of low-waged but overworked and unprotected workers (mostly women). De facto exclusion from labour protection and social protection creates the context in which labour exploitation, poor working conditions, poverty wages, and child labour and human rights violations thrive. These can only reinforce social inequalities that domestic workers already face.

7.1.2. Agenda 2030 demands breaking the cycle of exclusion and inequality: Because domestic work is the single most important occupation for women and young workers, reducing decent work deficits in domestic work would contribute to reducing gender and other social inequalities, empowering women, and reducing poverty.

7.2. *Social dialogue to promote formalisation and decent work for domestic workers*

7.2.1. Social dialogue on domestic work must be broad-based: By being “tripartite-plus, the Philippine TWG-Domestic Work was able to lead a broad-based alliance of multi-stakeholders. This was particularly appropriate for domestic work for two reasons: first, because domestic work is not the traditional constituency and membership base of trade unions and the national employers’ confederation; second, because civil society organizations were ahead of the tripartite partners in terms of experience, expertise and actions regarding domestic workers. Former Department of Labor and Employment Secretary regards this as one of the good practices she would share with other countries.⁵⁸ This broad-based alliance spoke more strongly to the political leaders and legislators than a solely tripartite partnership. The domestic workers’ association, SUMAPI, while it boasted only of 8000 members, gave the TWG members legitimacy to speak for domestic workers.⁵⁹

7.2.3. Social dialogue processes on domestic work must dig deep and be ready for a long haul: Convention 189 and the Domestic Workers Act are not only about formal rules. To transform realities in domestic work, these have to touch norms, values and attitudes of deeply rooted social arrangements. Not least, these affect interest groups differently, and thus operate through their relative power. The challenge for social dialogue is making new formal rules known, understood and “owned” by domestic workers, their employers and communities. Social dialogue cannot remain in formal realm of policy-makers, but should aim to reach and engage as many interlocutors and leaders of workers and employers as possible. This requires time and resources.

⁵⁸ Email interview with former DOLE Secretary Baldoz.

⁵⁹ Point made by Ms Tesiorna (ALLWIES).

7.2.4. Requirements of meaningful social dialogue. It needs practice, and continued engagement by concerned parties. Reliable data should be available to inform the debates and deliberations. Myths and preconceived notions about the domestic work sector abound and should be interrogated. Capacity building should accompany social dialogue processes. Leaders and stakeholder representatives do not necessarily know or understand the principles of Convention 189, or of the domestic work sector. Organizations of domestic workers and of employers of domestic workers are indispensable. The former is more urgently needed because those who represent business and government establishments are most likely employers of domestic workers.

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8.4. Interviews conducted for case study

Ms Rosalinda D. Baldoz, former DOLE Secretary (email 26 Feb 2018)

Ms Dang Buenaventura-Snyder, Manager of CSR Division, ECOP (6 Feb 2018)

Mr Julius Cainglet, Vice-President for Research, Advocacy and Partnerships, FFW (2 Feb 2018)

Ms Ahmma Charisma Lobrin-Satumba, former Director, Bureau of Workers with Special Concerns (BWSC) (8 Feb 2018)

Ms Ma. Cecilia Flores-Oebanda, President and Executive Director, Visayan Forum

Ms Pattie Hornilla, Director, National Wage and Productivity Commission

Mr John Jalbuena, Regional Director for NCR, DOLE (5 Feb 2018)

Mr Vicente Leogardo, Director-General, ECOP (6 Feb 2018)

Ms Himaya Montenegro, Deputy Secretary, UNITED Domestic Workers of the Philippines; and Organizer – LEARN Kasambahay Program (5 Feb 2018)

Ms Susanita Tesiorna, President, Alliance of Workers in the Informal Economy Sector (ALLWIES) (30 Jan 2018)

The Trade Union Development Cooperation Network (TUDCN) is an initiative of the International Trade Union Confederation (ITUC), bringing together affiliated trade union organisations, solidarity support organisations, regional ITUC organisations, the Global Union Federations (GUFs), the European Trade Union Confederation (ETUC) and the Trade Union Advisory Committee to the OECD (TUAC). TUDCN's objective is to bring the trade union perspective into the international development policy debates and improve the coordination and effectiveness of trade union development cooperation activities.

Le **Réseau syndical de coopération au développement (RSCD)** est une initiative de la Confédération syndicale internationale (CSI) réunissant des organisations syndicales affiliées, des organisations de solidarité, les organisations régionales de la CSI, ainsi que les Fédérations syndicales internationales (les fédérations sectorielles - FSI), la Confédération européenne des syndicats (CES) et la Commission syndicale consultative auprès de l'OCDE (TUAC). Le RSCD a pour but de traduire la perspective syndicale dans les débats sur la politique en matière de développement international et d'améliorer la coordination et l'efficacité des activités syndicales dans le domaine de la coopération au développement.

La **Red Sindical de Cooperación al Desarrollo (RSCD)** es una iniciativa de la Confederación Sindical Internacional (CSI), que agrupa a diversas organizaciones sindicales afiliadas, organizaciones solidarias (OS), organizaciones regionales de la CSI, las Federaciones Sindicales Internacionales (FSI), la Confederación Europea de Sindicatos (CES) y la Comisión Sindical Consultiva ante la OCDE (TUAC). El objetivo de la red es aportar la perspectiva sindical a los debates políticos y mejorar la coordinación y la eficacia de las actividades sindicales relacionadas con la cooperación al desarrollo.



dce@ituc-csi.org

+32 (0) 2 224 02 25



@TUDCN_RSCD



/TUDCN.RSCD