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POLICY PROPOSAL FOR FREE, QUALITY, AND ACCESSIBLE CHILDCARE FOR WOMEN IN THE PHILIPPINES

Background

This research paper aims to provide evidence and sound arguments to women's demands for free and low-fee, quality, and accessible childcare for working women. It takes off from recent studies on the impact of the absence of available, free/affordable, and trusted childcare services to women's labor force participation rate. Then it looks at the framework and mechanism of the government's program on daycare centers, early childhood care and development (ECCD) and early years act (EYA) to identify provisions that recognize women's right to childcare and right to work and income opportunities. Finally, prior to presenting concrete recommendations, the paper will explain childcare as a basic entitlement for women workers, and steps to be taken for the campaign.

Women's labor force participation

The amount of time devoted to unpaid care work is negatively correlated with female labor force participation.¹

In a study conducted by the Philippine Institute for Development Studies in August 2017, it noted that since 2006 the Philippines was listed by the World Economic Forum as the best performer in gender outcomes in the Association of Southeast Asian Nations (ASEAN). The same study said that in 2016 the Philippines even ranked 7th among 144 countries assessed worldwide according to WEF. However, the WEF also noted that the country still needs to address its "gender gap in political empowerment as well as economic participation and opportunities".²

This is evident in women's labor force participation rate (LFPR) defined as the total percentage of working-age persons (i.e., aged 15 years old and over) who are part of the labor force.³

¹ OECD Development Centre, 2014. *Unpaid Care Work: The missing link in the analysis of gender gaps in labor outcomes (2014)*. Available at: https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

² Albert, Jose Ramon G; Vizmanos, Jaana Flor V. (2017). *Do men and women in the Philippines have equal economic opportunities?* PIDS Policy Notes Series, No. 2017-09, Philippine Institute for Development Studies (PIDS), Quezon City. Available at: <https://think-asia.org/bitstream/handle/11540/7052/pidspn1709.pdf?sequence=1>

³ The working-age population aged 15 and over can be divided into three groups, namely, the employed, the unemployed, and those who are neither. The labor force or economically active population comprises the employed and unemployed. The unemployed consists of working-age persons who are (1) without work, (2) currently available for work, and (3) seeking work or not seeking work because of the belief that no work is available, or awaiting results of previous job applications, or because of temporary illness or disability, bad weather or waiting for rehire or job recall. Those who are not in the labor force (i.e., who are neither employed or

Fewer women are economically active compared to men. While four in five working-age Filipino men are part of the labor force, only half of women aged 15 years and above are in the labor force. And this gap in women's LFPR only decreased by 2.5 percent from 2005 to 2015.⁴

PIDS noted unpaid work which extends to unpaid care work, "which is not shown in statistics on labor outcomes" as a fundamental issue. To ensure that economic opportunities are equal for both sexes, among its recommendations was for government to address issues about unpaid work in care activities within a household.⁵ Otherwise, women will remain left behind in the country's economic development.

In the recent Global Gender Gap Report 2021, in Southeast Asia and Pacific, the Philippines was, once again, regarded one of the most gender equal. It ranked 17 worldwide. Examples cited are women exceed men in senior and leadership roles, and professional and technical professions; high wage equality between men and women; where there has been more women head of state; among others. The Philippines' policy environment was also recognized for its commitment to women's equality, specifically for the passage of the Magna Carta of Women in 2009, and the Gender Equality and Women's Empowerment Plan 2019-2025.⁶

Despite these positive aspects, it is interesting that female share of the labor force has hovered around 45 percent over the past two decades (ILO, 2020c), with only a few years when it touched 49-50 percent. There is a sharp decline in female labor force participation among women aged 25-29 years, ostensibly due to marriage and childbearing (NEDA, 2019). These figures are the lowest among other ASEAN countries.⁷ Worldwide, the Philippines ranked 106th place out of 149 countries in gender equality in labor force participation (WEF, 2018).

Childcare as factor to lower labor participation of women

What are the factors that contribute to lower labor participation rate among women? In 2019, the National Economic and Development Authority (NEDA) conducted research to *identify the factors that explain the labor force participation and employment states of Filipino women...* Multidimensional factors attribute to low labor force participation of Filipino women such as religious restrictions, lack of access to training, gender segregation, employer discriminatory practices, stereotyped gender roles that assign women to domestic and reproductive roles and

unemployed) include stay-home spouses, students, persons with disability, retired persons, and seasonal workers, as well as discouraged workers not actively seeking employment (PIDS, 2017).

⁴ Ibid. p. 1

⁵ Albert, Jose Ramon G; Vizmanos, Jaana Flor V. (2017). *Do men and women in the Philippines have equal economic opportunities?* PIDS Policy Notes Series, No. 2017-09, Philippine Institute for Development Studies (PIDS), Quezon City. Available at: <https://think-asia.org/bitstream/handle/11540/7052/pidspn1709.pdf?sequence=1>. p. 5

⁶ COVID-19 and the Unpaid Care Economy in Asia and the Pacific. Available at: https://www.unescap.org/sites/default/d8files/knowledge-products/2021_Regional_Report_Covid19-Care-Economy.pdf. p. 73

⁷ Ibid.

men to economic and productive roles, among others.⁸ For the purposes of the BRAVE project campaign on unpaid care and domestic work, the paper will present results of the research that are directly related to it.

There is evidence in the NEDA 2019 research that points to childcare as a major activity amongst women's unpaid care and domestic work that negatively correlates to female LFPR. In terms of age, among the findings observed for women only were the decline in labor force participation rate in the period of 25 to 29 years old, and the widest gaps in their childbearing ages of 20 to 29 years old. NEDA stated that *this may indicate the higher likelihood of women to withdraw from the labor force for marriage, childbirth, and childrearing*. At the age of 40-49 years old, female labor participation rate is at its peak when children are likely to be older.⁹

This is confirmed by the decrease in the labor participation of women who are married and with young children aged 3 and below and increase when children reach school ages which, the research points out, *may indicate the need for women to augment family income to defray educational expenditures*.¹⁰ According to NEDA, *the lower labor force participation of currently married women and those with very young children reflects the operation of stereotypical norms that expect women to stay at home to care for their spouse and children while the men participate in the labor market for household needs. The limited availability of more affordable and trusted childcare services is also cited as a reason for mothers choosing to withdraw from the labor force to take care of their children* (emphasis mine).¹¹

NEDA added: *The larger negative effect of young children on currently married women may be attributed to additional pressure engendered by the conjugal partner to subscribe to traditional gender roles of women have the primary responsibility for childbearing and of men as the economic provider for the family... Traditional society expects married women to prioritize domestic care not only for their children but also their husbands over their economic work. The pressure for working mothers to spend more time for home and childcare are not only from their spouses but also from their children who perceive that the proper place of mothers is at home*.¹²

Finally, *strong patriarchal values of the dominance of men over women appear to be significant determining factor that explains the much lower likelihood of currently married women to participate in the labor force... Engagement in the labor force by women economically empowers them to actively participate in decision making with respect to every aspect of*

⁸ Cabegin, Emily Christi A; Gaddi, Rebecca S. (2019). *Determinants of female labor force participation in the Philippines*. National Economic Development Authority, Pasig City. Available at: <https://neda.gov.ph/wp-content/uploads/2021/09/Determinants-of-Female-Labor-Force-Participation-in-the-Philippines.pdf>. p. 1

⁹ Cabegin, Emily Christi A; Gaddi, Rebecca S. (2019). *Determinants of female labor force participation in the Philippines*. National Economic Development Authority, Pasig City. Available at: <https://neda.gov.ph/wp-content/uploads/2021/09/Determinants-of-Female-Labor-Force-Participation-in-the-Philippines.pdf>. p. 19

¹⁰ Ibid. p. 22

¹¹ Ibid. pp. 22-23

¹² Ibid. pp. 42-43

their individual and family life and to stand up to subjugation. *If a woman earns more than her husband, it contravenes the stereotyped gender role of men as the primary breadwinner and tended to breed insecurity among husbands particularly those that espouse strong patriarchal values of the dominance of men over women. Some husbands felt emasculated or diminished by their lower earning capacities relative to their spouses, which engenders conjugal conflicts that may lead to married women giving up their work to preserve the family. The insecurities of husbands may be negatively manifested not only in mental abuse but also verbal and physical abuse of wives that adversely affect their work productivity and performance.*¹³ (emphasis mine).

How about married and employed women?

For married women, there is greater flexibility of hours and location of work in informal sector employment which makes it more compatible with childcare and housework.

Employed women are, thus, overrepresented in vulnerable employment often characterized by lack of social protection, unpaid/low wages and poor working conditions undermining fundamental rights of workers. In 2017, informal employment went down to 40 percent for women and 36 for men workers. Despite this, informal employment remains a salient feature of the Philippine labor market.¹⁴

Women workers in the agricultural sector

According to the Philippine Statistics Authority (PSA, 2016), in agricultural employment, women occupy a mere 26 percent, *and this figure has barely moved since 2011.* In terms of wage rates, men earn P15 higher than that of women in 2015. *Such gap likely reflects the difference in the type of agricultural work man and women engage in. Women are more likely to be involved in weeding and harvesting jobs, which are known to be less profitable than men's traditional jobs in agriculture, such as plowing and cultivation of fodder.*¹⁵

PIDS' study conducted a year earlier than the NEDA (2019) research, also noted that: *One of the challenges that women face involves age-old traditions and norms, which assign specific roles to gender and adversely affect women's bargaining position in the household. With the traditional assignment of women as nurturers and men as providers, women shoulder a disproportionate burden of the care economy in the forms of housework and taking care of the children, the sick, and the elderly.* Thus, the same proposed to include the provision of childcare

¹³ Ibid. p. 44

¹⁴ Cabegin, Emily Christi A; Gaddi, Rebecca S. (2019). *Determinants of female labor force participation in the Philippines*. National Economic Development Authority, Pasig City. Available at: <https://neda.gov.ph/wp-content/uploads/2021/09/Determinants-of-Female-Labor-Force-Participation-in-the-Philippines.pdf>. p. 8

¹⁵ Bayudan-Dacuycuy, Connie. (2018). *Crafting policies and programs for women in the agriculture sector*. Philippine Institute for Development Studies (PIDS) Policy Notes No. 2108-08, Quezon City. Available at: <https://pidswebs.pids.gov.ph/CDN/PUBLICATIONS/pidspn1808.pdf>. pp. 2-3

services, besides construction of pumps and solar power to improve access to water and electricity, etc. to help ensure minimal time spent on unpaid care and domestic work.¹⁶

Oxfam household care survey 2021¹⁷

Preceding studies were further substantiated by the recent National Household Care Survey (2021) commissioned by Oxfam Philippines, UN Women, and the Philippine Commission on Women. Results of the Survey show that:

1. On time spent by adult women and men on care activities per day, Women spent 6.75 hours of their total care work time on “primary care”¹⁸ compared to 3.48 hours by adult men. For primary/secondary”¹⁹ care, women spent 9.13 hours of their total care time compared to 4.50 hours for men.
2. Women spent their time on different care activities such as cleaning the house, washing, and ironing clothes, caring for children, caring for the community, and shopping while men spent most of their care time in collecting water and fuel as well as caring for adults.
3. Men spent longer hours on paid work while women spent their time on both paid and unpaid work. Adult women spent 5.36 mean hours in paid work compared to the 7.20 mean hours of adult men. When taking both the paid work and unpaid work together, adult women spent 9.29 mean hours while adult men 8.35 mean hours.
4. In terms of level of satisfaction with the household division of labor, both men and women were highly satisfied with the division of tasks and responsibilities in their households. Ninety-five percent of women and men are satisfied with their tasks and responsibilities. Only 5% are not.

Daycare services and ECCD program in the Philippines

The concept of childcare is called three different ways – early childhood development (ECD), early childhood care and education (ECCE) or early childhood care and development (ECCD). According to the World Bank, there are five sectors with key roles in ECCE: healthcare, nutrition, education, social protection, and child protection.

Nutrition and health of infants and toddlers, and the readiness of older preschoolers to compulsory education were the focus of ECCE. This is despite a reported need for childcare, especially by poor women concentrated in informal employment in urban areas. *The benefits that childcare could offer women have remained almost completely invisible.* This was shown in the way ECCE programming has been scaled up in most countries, but provisioning is mainly

¹⁶ Ibid. p. 6

¹⁷ Sobritchea, Carolyn I. Ph.D. et., al. (2021). *The 2021 National Household Care Survey*. Oxfam Pilipinas, UN Women, and the Philippine Commission on Women. <https://philippines.oxfam.org>

¹⁸ Primary care = the number of hours respondents spend on care work as primary activity (NHCS 2021).

¹⁹ Secondary care = the number of hours respondents spent on care work as a secondary activity (NHCS 2021).

limited to improving mothers' knowledge of child development and nutrition (maternal care) and classes for older preschoolers normally fill in only a few hours each day. *While meeting children's development needs, neither approach offers significant potential in terms of freeing women's time or supporting them more generally...*²⁰

In November 1990, the Philippine Congress enacted into law Republic Act No. 6972 or the "Barangay-Level Total Development and Protection of Children Act." Declared policy of RA 6972 is "to defend the right of the children to assistance, including proper care and nutrition, and to provide them with special protection against all forms of neglect, abuse, cruelty, exploitation and other conditions prejudicial to their development... Filipino children up to six (6) years of age deserve the best care and attention at the family and community levels. Towards this end, **there is hereby established a day care center in every barangay** with a total development and protection of children program..." (emphasis mine).

Interestingly, in the Program Framework of RA 6972, there is a provision which provides for conditional support for working mothers.

(c) Care for children of working mothers during the day and, where feasible, care for children up to six (6) years of age when mothers are working at night: provided, that the day care center need not to take care of children in a particular place but shall develop network of homes where women may take care of the children up to six (6) years of age of working mothers during work hours, with adequate supervision from the supervising social welfare officer of the Department of Social Welfare and Development: provided, further, that, where young children are left to the care of paid domestic, an elderly relative or older children without adequate and competent adult supervision, the supervising social welfare officer shall provide such training and adult supervision until the children's care meets adequate standards whereby the children under their care will develop normally as healthy, happy and loved children, even in the absence of their mothers during working hours;

Another salient feature of the Act is the, supposedly, availability of funds for the center, the program and day care workers which shall be included in the annual General Appropriations Act as part of the budget of the Department of Social Welfare and Development.

The PKKK or *Pambansang Kongreso ng Kababaihan sa Kanayunan* conducted a research study²¹ on operation of daycare centers in three areas of the country: Sta. Catalina, Negros Oriental; Muñoz, Nueva Ecija; and Lambayong, Sultan Kudarat. The limitation of the study is the lack of representation from most of the parts of the country. Nevertheless, it provides a purview of how the daycare centers are operated and maintained in above areas in the women's perspective:

²⁰ Emma Samman, et. al. 2016. *Women's work: Mothers, children, and the global childcare crisis*. Overseas Development Institute, London. Available at: <https://cdn.odi.org/media/documents/10333.pdf>. p. 61

²¹ DCC May 27, 2019, PowerPoint presentation, PKKK.

From the mothers' perspective, the daycare centers are viewed as "second mothers" which aids in taking care of the children. Out of 33 mothers, only three are active in the labor force – a farmer, a saleslady and a manicurist. The rest are focused on care and domestic work in the home. Mothers prepare and bring their kids to the center. Unless the center is quite far from where they live and raining, it is the father who brings the child to daycare.

Mothers accompanying their children to the center tend to wait for them to finish because daycare teachers remonstrate the children when they are difficult to manage and to save transportation when the center is far from where they live. While waiting, mothers would tend to the garden, clean, and cook, exchange stories or gossip.

Mothers take on the roles of cleaners and cooks for the supplementary feeding on a rotation basis (from Monday to Friday). There were cases when the parent failed to show up, they are asked to pay a fine which will go the savings of the daycare center. Any member of the family is allowed to volunteer but it is usually the mother who attends. There are times also that the fathers do the cooking and cleaning.

Mothers are generally okay with the set-up because they believed that what they are doing benefits their children. They believe that childcare should be hands on. Working mothers prepares way ahead by cooking food in the evening.

When they arrive home, they tend to their domestic chores: cooking, laundry, childcare and pet care, cleaning, and do manicure services. They get a bit of rest in the afternoon.

Daycare services are public services, thus, no fees required. It is only the daycare center in Nueva Ecija which requires P300 fee. To add to the honorarium of the daycare workers, parents pay monthly dues at varying amounts, ranging from P5 to P100. There are parents who are not willing to pay or are not able to pay these monthly dues.

LPG used for supplementary feeding, books and uniforms are purchased by the parents. Electricity and water are paid for by the barangay, parents, and NGO (if it provides fund support).

Mothers and daycare workers attend monthly meetings to discuss feeding; center events, needs, concerns, and improvements that need to be done; monitoring work; and budgeting. Mothers are also given the chance to attend general assemblies or barangay meetings with daycare workers. They neither have representation nor communication with the CSWDO. There are also effectiveness seminars for parents, and cluster elections, specifically in Nueva Ecija.

Finally, mothers believe that daycare centers are quite useful for working mothers but not for the housewives who wait on for their kids. They don't see any difference from what they do at home.

The Pambansang Kalipunan ng mga Manggagawang Impormal sa Pilipinas (PATAMABA) on the other hand provided a list of observations on the implementation of day care services in their communities.

RA 6972 provides that daycare service is a public service to take care of children aged 3-6 years, thus, should be availed free. Why are monthly dues or 'tuition fees' being required by daycare workers? In addition, mothers have to spend for uniforms, learning materials, compulsory donations, cleaning materials, kitchen utensils, etc.

According to the law, budget for daycare centers shall be made available through the annual General Appropriations Act (GAA), thus, there should be funds available to remunerate daycare workers, feed the children, produce IEC materials for learning sessions, provide safe amenities for children to play safely, among others. There are daycare centers which lack or are without chairs and tables for the children.

The current system in daycare centers are not as helpful to mothers who are homebased/informal workers and, at the same time, attend to domestic chores. They are either required to fetch their children after 2-3 hours or stay in the center for the same length of time until the children's session is over which consume time mothers would have aptly spent for paid work/activities.

Finally, there are daycare workers who are not trained enough to handle children's tantrums or other misbehavior or psychological/emotional problems which necessitates the presence of the mothers to help out.

In December 2000, Republic Act No. 8980 or the "ECCD Act" was enacted by the Philippine Congress. Its declared policy is for the State to promote the rights of children to survival, development, and social protection with full recognition of the nature of childhood and its special needs; and **to support parents in their role as primary caregivers and as their children's first teachers** (emphasis mine).

For the latter, *SEC. 3. Objectives*, (c) To enhance the role of parents and other caregivers as the primary caregivers and educators of their children from birth onwards. *SEC. 5. System Frameworks and Components* stipulates (b) Parent Education and Involvement, Advocacy, and Mobilization of Communities which harness and develop parents' strengths as providers of ECCD at home, active partners of other stakeholders, advocates for community concerns that affect children, and pillars of support for local and national ECCD programs through community organization efforts.

Republic Act No. 10410 or the "Early Years Act (EYA) of 2013" was enacted in March 2016. The policy declaration of the Act in terms of promotion of the rights of children to survival, development, and social protection, and support to parents in their roles as primary caregivers and as their children's first teachers are like that of RA 8980. The difference is the declaration of State responsibility for children aged 0 to 8 to be divided between the Early Childhood Care and

Development (ECCD) Council for children aged 0 to 4, and children in the formative years between age 5 and 8 with the Department of Education (DepEd).

With the enactment of the two latter acts, center-based programs, such as the day care services established under RA 6972, community or church-based early childhood education programs initiated by nongovernment organizations or people's organizations, workplace-related childcare and education programs, child-minding centers, health centers and stations; and home-based programs, such as the neighborhood-based play groups, family childcare programs, parent education and home visiting programs shall be part of the ECCD and EYA programs.

Concretely, the daycare, ECCD and EYA programs of the Philippines are blind to the needs of working women, in particular, and women, in general. And despite the provisions on funding from the national government, these programs are underfunded and rely heavily on the mothers/parents and underpaid daycare workers, mostly women and caregivers themselves, to meet its objectives. The provision for support to working mothers in RA 6972 were totally ignored, only to be redirected to *enhancing the role of parents and other caregivers as the primary caregivers and educators of their children from birth onwards* in the ECCD and EYA acts.

Consequently, these programs have worked to ensure that care stays invisible and in the hands of women alone. The belief that these programs are helpful to women because they benefit their children shows women's ignorance of their rights and entitlement to childcare.

Women's right to childcare a basic entitlement

Various international human rights instruments provide a framework to address childcare in the context of women's rights. We will cite two. In the Convention on Elimination of All Forms of Discrimination against Women (1979), *Article 11 sees the provision of childcare services as key to allow individuals to combine family responsibilities with work and participation in public life: (2) In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, State Parties shall take appropriate measures... (c) To encourage the provision of necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular promoting the establishment and development of a network of childcare facilities...*²² Article 14 takes into account "1. ...the particular problems face by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas, and 2. State Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural

22

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/genericdocument/wcms_737553.pdf. p. 3

development and, in particular, shall ensure women the right: To benefit directly from social security programmes;...”, among others.²³

The Convention on the Rights of the Child (1989) sets a strong link with the need to enable working parents to ensure the care of their children. *In its article 18.3, on parental responsibilities, the Convention is explicit: “States Parties shall take all appropriate measures to ensure that children of working parents have the right to benefit from child-care services and facilities for which they are eligible.” According to the Committee, this obligation also includes the creation of employment conditions that assist working parents and caregivers to fulfill their responsibilities, including through family-friendly workplace policies, parental leave, support and facilitation for breastfeeding, access to quality childcare services, wages fit for an adequate standard of living, and security, safety and protection from discrimination and violence in the workplace.²⁴*

Practically, childcare is not simply out of reach for many workers’ families, it is not even a demand for them yet. Prevailing stereotyped gender roles that assign women to domestic and reproductive roles and men to economic and productive roles in Philippine society is one huge reason. Given that, working parents, especially women, leave the workforce to care for their children. That’s a questionable ‘choice’ in our society where households already require dual and supplemented incomes just to get by. For most families, the loss of wages/income is not a viable trade-off to quit work to take care of the children.

Besides economic considerations, more and more documented studies state that children benefit tremendously from socialization and skill-building in high-quality day care at the earliest and enjoy attending preschool. Thus, the importance of this campaign for a free, high-quality, and accessible childcare for working women.

Women’s movements, women’s organizations, and advocates should take on economic and care-related issues because these are women workers’ issues. Some may argue that these issues should be in the purview of the trade union and labor movements. To refuse to take on care issues is outright neglect of majority of the Filipino women’s economic rights and opportunities – that of women workers and women farmers/farm workers. And so is simply entrusting the issue to trade union and labor movements. It is very important, however, that we convince labor groups, unions, and workers’ federations to joined to fight alongside women to campaign for women’s right to childcare as a basic entitlement for all women workers.

Thus, a useful starting point is to ensure that women understand their legal rights and are convinced to fight so that they can exercise these rights. Women should also understand that the provision of childcare will impact their ability to work and therefore earn income for their needs and the needs of their families. These are two important steps given the amount of

²³ Available at: <https://www.ohchr.org/en/professionalinterest/pages/cedaw.aspx>

²⁴ Available at: <https://www.ohchr.org/en/professionalinterest/pages/cedaw.aspx>

difficulty we must hurdle with the existing gender stereotype roles assigned men and women in our society.

Policy recommendations using the 5Rs framework

Recognition	<p>Harmonize existing daycare services and early childhood care and development (ECCD) programs with the principle of women workers' right to childcare as a basic entitlement.</p> <p>Conduct a needs assessment for those who will use (women/single fathers) and work (childcare/daycare workers) in childcare services, ECCD and EYA programs.</p>
Reduction	<p>Provision of childcare services for mothers/caregivers who are working, seeking work, or studying. Families earning below the minimum wage or mothers/caregivers working in the informal sector shall be given priority. <i>(Universal childcare services is another option.)</i></p> <p>Diversification of childcare services in line with different needs of mothers/single fathers and its gradual implementation at the barangay level in the next 3-5 years – 0-5, and 6-11 age groups. <i>(In more advanced countries, there are services provided for 12-16 age group.)</i></p>
Redistribution	<p>Inclusion of men/fathers in childcare agendas, and participation of boys in care activities in the home should be embedded in school curricula. <i>(Intends to redefine the role of men and women in care and domestic work in the long-term.)</i></p>
Representation	<p>Inclusion of women from all sectors, daycare workers, unpaid and paid care givers in all of the decision-making processes at the national and local level in the formulation of the proposed legislation and legislation process for the passage of a law on childcare as a women workers' right and basic entitlement.</p>
Reward	<p>Regularization of daycare workers with minimum wage rate pay. <i>(We cannot talk about childcare services without talking about childcare workers/daycare workers.)</i></p>

Annex 1: Details in the proposed legislation and implementation of RA 6972 from PATAMABA (see attached).

Annex 1:

PATAMABA: MGA MUNGKAHING DAPAT GAWIN O IPAPATUPAD

- Maayos na pagpapatupad ng mga Batas (R.A. 6972), R.A. 10410 (Early Years Act – EYA), R.A. 8980 (ECCD Act) na may kaukulang pondo at regular na minomonitor ng DSWD at LGU na nasasakupan
- Gawing 2 shift ang Day Care Service na may 2 Day Care Workers sa isang araw hindi lamang 8 oras sa isang araw kundi 12 oras dahil sa may mga magulang lalo na ang mga nanay na nagtatrabaho sa panggabi na shifting (hal. Call center agent), or mga homebased and other workers in the informal economy
- Maglaan ng pondo na manggagaling sa budget ng DSWD/LGU ang pagmamantine ng libreng serbisyo ng Day Care Center at sweldohan ng tama ang mga Day Care Workers batay sa minimum na pasahod
- Ang mga Day Care Centers ay dapat ligtas sa anumang disgrasya sa mga bata ay may mga pasilidad para sa paglinang ng kanilang physical, mental, psychological at emotional na pag-unlad
- Ang bawat Day Care Center ay dapat na mayroong gamit for emergency purposes like emergency health kits at dapat may kaalaman ang Day Care Worker at ang nanay na katuwang ng Day Care Worker (may bayad dapat ang nanay) sa pag administer ng first aid sa mga bata sa panahon ng emergencies
- Dapat magkaroon ng regular health check-up ang mga bata na pumapasok sa Day Care (pagsiguro na sila ay na-immunize at hindi malnourished) at imamantine ang tamang kalagayan pangkalusugan ng mga bata na pangungunahan ng mga health practitioners or mga frontliners sa community
- Isama sa module or mga IEC materials na kayang unawain or intindihin ng mga bata sa ganong edad ang tungkol sa Child Rights and Protection from Abuses and Exploitation kasama ang pagbibigay din ng mga awareness-raising seminars or capacity building sa mga nanay tungkol sa Karapatang at Proteksiyon ng mga Bata.
- Bigyan ng awareness ang mga nanay tungkol sa usaping Unpaid Care and Domestic Work
- Gumawa ng mga programa/serbisyo para sa health and nutrition ng mga bata sa Day Care Center
- Capacity building para sa mga Day Care Workers (male or female) on Gender Sensitivity and Awareness-Raising, Early Child Care and Development training with simple knowledge on Child Psychology, etc.

Above all, pagsiguro na may kaukulan o sapat na budget para sa stricter implementation of Child Care Service and regular monitoring to be conducted to ensure effective implementation.

For questions or queries, contact Pauline Fernandez, Advocacy and Communications Officer from the Pambansang Koalisyon ng Kababaihan sa Kanayunan, at advocacy.ruralwomenph@gmail.com or 09276702816.