

'19 JUL 15 AIO :51

SENATE

S.B. No. 486

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Introduced by SENATOR VICENTE C. SOTTO III

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AN ACT

TO MAXIMIZE THE CONTRIBUTION OF UNPAID CARE WORKERS TO  
NATION BUILDING, GRANT BENEFITS AND PRIVILEGES, AND FOR  
OTHER PURPOSES

EXPLANATORY NOTE

This bill recognizes the importance of “Unpaid Care Work” in our society. A study conducted by Magdalena Sepulveda Carmona entitled United Nations Special Rapporteur on Extreme Poverty and Human Rights (2013) examined the links between unpaid care work, poverty and women’s human rights. It argues that heavy and unequal unpaid care workloads not only keep women in poverty, but also affect their enjoyment of several human rights and stunts progress towards gender equality. It was found out that heavy and unequal care responsibilities are major barriers to gender equality and to women’s enjoyment of human rights.<sup>1</sup>

“Unpaid Care Work” includes a wide spectrum of domestic task, as well as care for people at home and in the community. Although this is critical to the proper functioning of communities, it has been often undervalued and overlooked by economic and social public policy initiatives. Research shows

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<sup>1</sup> [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=2533866](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2533866)

that if “Unpaid Care Work” was assigned a monetary value, it would constitute between 10 and 50 per cent of GDP.

“Unpaid Care Work” reinforces discriminatory gender stereotypes that force women to stay at home and limits their participation in the public sphere. Women perform 76.2 per cent of total hours of “Unpaid Care Work”, more than three times as much as men globally while women do four (4) times more “Unpaid Care Work” than men in Asia and the Pacific.<sup>2</sup>

This Bill initiates the discussion of gender norms and stereotypes, which is the crucial step in redistributing responsibilities for care and housework between women and men. It also provides benefits and privileges to qualified “Unpaid Care Workers”.

In the light of the foregoing, the immediate passage of this bill is earnestly sought.



VICENTE C. SOTTO III

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<sup>2</sup> [https://www.ilo.org/asia/media-centre/news/WCMS\\_633284/lang--en/index.htm](https://www.ilo.org/asia/media-centre/news/WCMS_633284/lang--en/index.htm)

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*Be it enacted by the Senate and the House of Representatives of the  
Philippines in Congress assembled:*

1 **SECTION 1. Title.** This act shall be known as the “Unpaid Care Workers  
2 **Act”.**

3 **SECTION 2. Declaration of Policies.** — It is the policy of the State to  
4 promote a just and dynamic social order that will ensure the prosperity and  
5 independence of the nation, and free the people from poverty through policies  
6 that provide adequate social services, promote full employment, a rising  
7 standard of living, and an improved quality of life for all (Section IX, 1987  
8 Philippine Constitution).

9 *Section XI likewise stipulates that the “State values dignity of every  
10 human person and shall ensure full respect for human rights”. Section XIV  
11 recognizes the role of women in nation-building, and shall ensure the  
12 fundamental equality before the law of men and women.*

13 **SECTION 3. Definition of Terms.** — For purposes of this Act, the following  
14 terms shall be construed to mean as follows:

15 a) “Unpaid Care Work” refers to the following:



- 1           1) Production of goods or services in a household or  
2           community that are not sold on a market;  
3           2) Domestic work (*i.e.* cleaning, cooking, washing, other  
4           household chores); and  
5           3) Nurturing the members of the household (*i.e.* taking  
6           care of the children and spouse, and tending to the  
7           elderly, the sick, and persons with disability).
- 8       b) "*Unpaid Care Worker*" (UCW) refers to any individual who  
9       performs "unpaid care work".
- 10      c) "*Household*" – a house and its occupants regarded as a unit.
- 11      d) "*Children*" - those living with and dependent for support, who  
12      are single and unmarried, unemployed, and not more than  
13      eighteen (18) years of age, or even over eighteen (18) years but  
14      are incapable of self-support because of mental and/or  
15      physical defect/disability.
- 16      e) "*Persons with Disability*" – those suffering from restriction of  
17      different abilities, as a result of a mental, physical or sensory  
18      impairment, to perform an activity in the manner or within  
19      the range considered normal for a human being as provided  
20      by Republic Act 7277, or the Magna Carta for Disabled  
21      Persons.
- 22      f) "*Parental responsibility*" - with respect to their children shall  
23      refer to the rights and duties of the parents as defined in  
24      Article 220 of Executive Order No. 209, as amended,  
25      otherwise known as the "Family Code of the Philippines."

26      **SECTION 4. *Requisites of an "Unpaid Care Worker"*.** – An individual  
27      who possesses the following circumstances/criteria may avail of the  
28      benefits and privileges provided for under this Act:

- 29           1. Legally married Stay-at-Home-Spouse, living with,  
30           and primarily tasked with the responsibility of  
31           taking care of the household. This individual must  
32           possess the following:

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- i. Must be eighteen (18) years of age and above;
- ii. Must be below sixty (60) years of age;
- iii. Must have legally contracted marriage;

2. Any family member, living with the household, and primarily performing unpaid care work;

3. Any individual, living with the household, and primarily performing unpaid care work.

These individuals must not have been convicted by final judgment for an offense involving moral turpitude.

*Provided that*, a change in the status or circumstance of the UCWs claiming benefits under this Act, shall terminate his/her eligibility for these benefits, but may qualify for the benefits either as a Solo Parent recognized under the Solo Parent’s Welfare Act of 2000, or as a Senior Citizen recognized under the applicable laws.

*Provided further that*, only one individual must qualify as a UCW for every household, and *provided that*, this individual shall only avail of the benefits exclusively without availing other benefits provided under the laws either as *Solo Parent* or a *Senior Citizen*.

**SECTION 5. Comprehensive Package of Social Development and Welfare Services.** - A comprehensive package of social development and welfare services for UCWs and their families will be developed by the “UCW Coordinating Council” composed by the DSWD, GAD, PSA, CHR, DOH, DEPED, CHED, TESDA, DOLE, and DILG, in coordination with local government units and non-government organizations with proven track record in providing services for UCWs.

The DSWD, as chairperson of the “UCW Coordinating Council”, shall coordinate with concerned agencies the implementation of the

1 comprehensive package of social development and welfare services for  
2 UCWs and their families. The package will initially include:

- 3 1. Livelihood development services which include trainings on  
4 livelihood skills, basic business management, value  
5 orientation and the provision of seed capital or job  
6 placement.
- 7 2. Counseling services which include individual, peer group or  
8 family counseling. This will focus on the resolution of  
9 personal relationship and role conflicts.
- 10 3. Parent effectiveness services which include the provision  
11 and expansion of knowledge and skills of the UCWs on early  
12 childhood development, behavior management, health care,  
13 rights and duties of parents and children.
- 14 4. Critical incidence stress debriefing which includes  
15 preventive stress management strategy designed to assist  
16 UCWs in coping with crisis situations and cases of abuse.
- 17 5. Special projects for individuals in need of protection which  
18 include temporary shelter, counseling, legal assistance,  
19 medical care, self-concept or ego-building, crisis  
20 management and spiritual enrichment.

21 **SECTION 6. *Privileges for the Unpaid Care Workers.*** — In consideration  
22 of the services rendered by the qualified UCWs, they may avail the following  
23 benefits or privileges, in addition to the other privileges herein provided:

- 24 a) The grant of twenty percent (20%) discount from all  
25 establishments relative to utilization of transportation  
26 services, restaurants and recreation centers and purchase of  
27 medicine anywhere in the country: provided, that private  
28 establishments may claim the cost of tax credit.
- 29 b) *Discrimination.* - No household member or community shall  
30 discriminate against UCWs.
- 31 c) *Educational Benefits.* - The DEPED, CHED and TESDA shall  
32 provide the following benefits and privileges:



- 1 a. Scholarship programs for qualified UCWs and their  
2 children in institutions of basic, tertiary and  
3 technical/skills education; and  
4 b. Non-formal education programs appropriate for UCWs  
5 and their children.

6 The DEPED, CHED and TESDA shall promulgate rules  
7 and regulations for the proper implementation of this  
8 program.

- 9 d) *Medical Assistance.* - The DOH shall develop a comprehensive  
10 health care program for UCWs and their children. The  
11 program shall be implemented by the DOH through their  
12 retained hospitals and medical centers and the local  
13 government units (LGUs) through their  
14 provincial/district/city/municipal hospitals and rural health  
15 units (RHUs).
- 16 e) *Local Government and DOLE Assistance.* - The LGU and  
17 DOLE shall develop comprehensive opportunities to empower  
18 the UCWs to become partners of the government in  
19 development and pursuit of their livelihood endeavor,  
20 coordinate with different agencies and/or non-profit  
21 organizations to give them greater access to government  
22 services.
- 23 f) *Gender and Development Office Information Drive.* - The GAD  
24 in coordination with the CHR, shall lead the conduct of  
25 advocacy activities, gather inputs and develop data on UCWs  
26 in coordination with the PSA thru the *Census of Population*,  
27 dissemination of information, education of communities in  
28 the recognition of UCWs' importance in nation building.  
29 The GAD shall be guided by a model of three interconnected  
30 dimensions to incorporate the issue of Unpaid Care Work into  
31 the development agenda: Recognition, Reduction, and  
32 Redistribution.

1 **SECTION 7. Municipality/City Responsibility.** — It shall be the  
2 responsibility of the municipality or city through the mayor to ensure that the  
3 provisions of this Act are implemented to its fullest.

4 **SECTION 8. Additional Powers and Functions of the DSWD and GAD**  
5 **Office.** — The DSWD and GAD shall perform the following additional powers  
6 and functions relative to the welfare of UCWs and their families:

- 7 (a) Conduct research necessary to: (1) develop a new body of  
8 knowledge on UCWs; (2) define executive and legislative  
9 measures needed to promote and protect the interest of UCWs  
10 and their family; and (3) assess the effectiveness of programs  
11 designed for disadvantaged UCWs;
- 12 (b) Coordinate the activities of various governmental and non-  
13 governmental organizations engaged in promoting and  
14 protecting the interests of UCWs; and
- 15 (c) Monitor the implementation of the provisions of this Act and  
16 suggest mechanisms by which such provisions are effectively  
17 implemented.

18 **SECTION 9. Implementing Rules and Regulations.** - An interagency  
19 committee headed by the DSWD, in coordination with the GAD, CHR, DOH,  
20 DEPED, CHED, TESDA, DOLE, and DILG is hereby established which shall  
21 formulate, within ninety (90) days upon the effectivity of this Act, the  
22 implementing rules and regulations in consultation with the local government  
23 units, nongovernment organizations and people's organizations.

24 **SECTION 10. Appropriations.** - The amount necessary to carry out the  
25 provisions of this Act shall be included in the budget of concerned government  
26 agencies in the General Appropriations Act of the year following its enactment  
27 into law and thereafter.

28 **SECTION 11. Repealing Clause.** - All laws, decrees, executive orders,  
29 administrative orders or parts thereof inconsistent with the provisions of this  
30 Act are hereby repealed, amended or modified accordingly.



1 **SECTION 12. *Separability Clause.*** - If any provision of this Act is held  
2 invalid or unconstitutional, other provisions not affected thereby shall  
3 continue to be in full force and effect.

4 **SECTION 13. *Effectivity Clause.*** - This Act shall take effect fifteen (15) days  
5 following its complete publication in the Official Gazette or in at least two (2)  
6 newspaper of general circulation.

7 *Approved.*