

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

Eighteenth Congress
First Regular Session



HOUSE BILL NO. 80

Introduced by **Representative JOEY SARTE SALCEDA**

AN ACT
PROVIDING FOR COMPENSATION TO STAY-AT-HOME HOUSEWIVES

EXPLANATORY NOTE

In January 2018, about 29.5 million or 40.3 percent of the total population 15 years old and over were not in the labor force. These include housewives, students, persons with disability, and those who have retired from their employment. About 67.5 percent of those not in the labor force were women. The principal reason given by (about 58.2% of) women of working age for being economically inactive, i.e., being outside the labour force, is unpaid care work, whereas for (54.5% of) their men counterparts, "schooling" is the primary reason for being outside the labour force

Under conventional economics, work that is not paid for does not count as productive labor. These include the work of housewives or stay-at-home mothers who take care of their children, who walk them to school and assist them in their school homework, manage very limited family budget, do grocery shopping, plan the menu and cook nutritious yet budget meals, in addition to a lot more miscellaneous chores for their family and their husbands. Sadly, these works are not considered productive. Our society considers stay-at-home mothers to be "doing nothing" because they do not go out to work at a paid job like the husbands. Every work of a housewife can be considered "social reproductive work," but most could not see this.


What if these stay-at-home mothers or housewives take out their services as child caretakers, as homemakers, cooks, and sometimes even as care providers for the elderly and the sick in the family, would not husbands be less productive at work, would not children be underperforming in school or worse, may even be juvenile delinquents and pose a threat to society? Clearly, the country's production processes will grind to a halt.

The State must therefore recognize the work of stay-at-home women, mothers or housewives as valuable economic activity. It is time to appreciate their worth and contribution in nation-building. Yes, it is time to make payment for their housework and give them wages for the work they continue to bear out at home. The homemaker or housewife deserves at least an amount equivalent of a minimum wage, considering that household work is also a full-time

job. Some studies show that if we quantify the work of stay-at-home women, it approximates the work of *kasambahay*, thus housewives also deserve to get paid at least what a *kasambahay* earns. However, to avoid distortions in the labor market and because of fiscal constraints, the State should at the very least provide some social assistance support targeted to stay-at-home women from poor families who care for at least one child aged 12 or below.

Throughout the last three decades, the State has protected women's rights and worked to ensure gender equality with the adoption of several landmark laws that impact on the welfare of women including Republic Act No. 9710 (otherwise known as the Magna Carta of Women), Republic Act No. 7192 (or the Women in Development and Nation Building Act), Republic Act No. 10354 (also called the Responsible Parenthood and Reproductive Health Act), Republic Act No. 10361 (also referred to as the Domestic Workers' Act), among others. International commitments on the Beijing Platform for Action, the ASEAN Socio Cultural Community, the Sustainable Development Goals, coupled with the Philippine Development Plan's focus on inclusive growth, have broadened discussions on the attainment of gender equality and social inclusion to include economic empowerment of women, political participation and leadership of women, as well as violence against women. All these national and international development aspirations have also prompted the country to account for the contribution of unremunerated work of women in the economy.

It is for these foregoing premises that the approval of this bill is earnestly sought.



JOEY SARTE SALCEDA

HOUSEWIFE COMPENSATION LAW

by Rep. Joey Sarte Salceda (2D Albay)

**DATA-DRIVEN POLICYMAKING -
the study behind the bill**

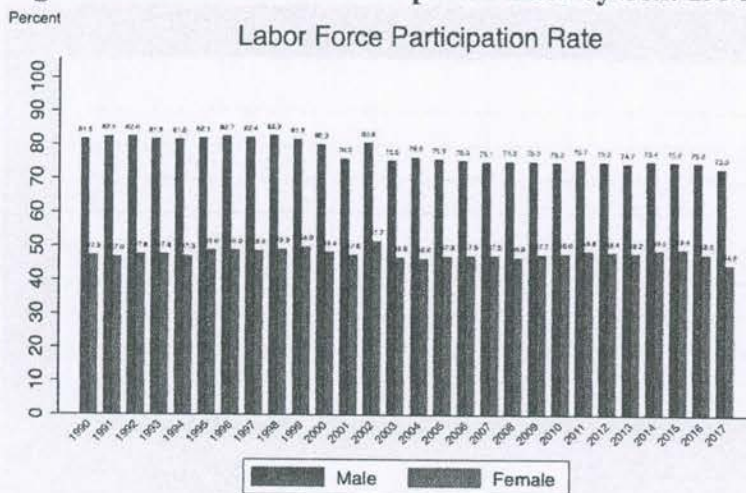
Assisting Stay-At-Home Women from Poor Families

1. Since 2006, the World Economic Forum (WEF) has listed the Philippines as the best performer in gender outcomes¹ among member states of the Association of Southeast Asian Nations (ASEAN). In 2018, the Philippines ranked 8th out of 149 countries assessed for gender outcomes worldwide (WEF 2018), up from ranking 10th out of 144 countries a year earlier. The Philippines' biggest gain in reducing the gender gap was in economic participation and opportunity, where the country ranked 14th in 2018 from 21st in 2017. According to the WEF, the Philippines showed progress in wage equality for similar work. See also other studies (e.g., Albert and Vizmanos 2017) that discuss varying gender wage gaps. However, the WEF also suggests that the country remains one of the poorest performers on **labour force participation**, ranking 106th in this indicator, unchanged from 2017. This study examines gender gap issues on economic opportunities in the country as background research for a proposed law that aims to provide social protection assistance for housewives from poor families with at least one child aged 12 or younger.

Half of working age women while a fifth of men counterparts are outside labour force

2. According to the Labor Force Survey (LFS), conducted by the Philippine Statistics Authority (LFS), the gender gap in labor force participation has been around 30 percentage points in favor of men among the working-age population² 15 years and over since 1990, with about 80% of men being part of the Philippine workforce, compared to only half of women (Figure 1).

Figure 1. Labor Force Participation Rate by Sex: 1990-2017



Source: Labor Force Survey, Philippine Statistics Authority

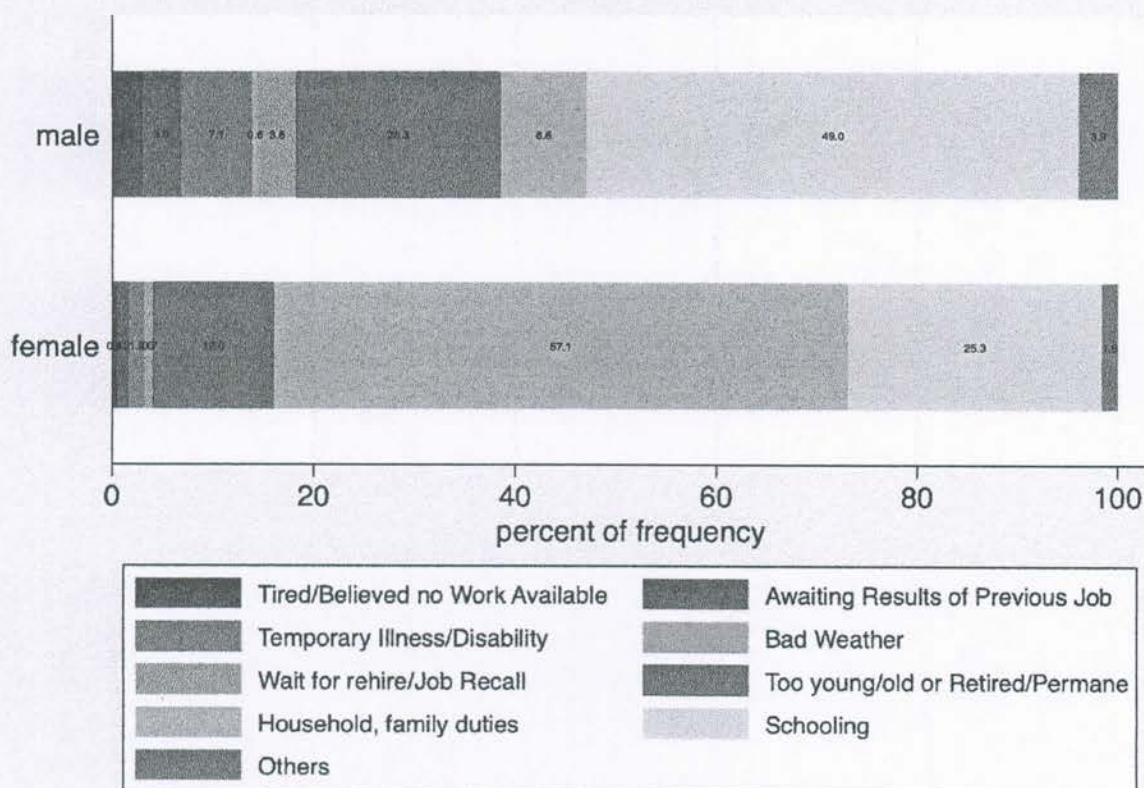
¹ The WEF gender gap index compares women and men across four pillars: economic participation and opportunity; educational attainment; health and survival; and political empowerment.

² The working-age population aged 15 and over can be divided into three groups, viz., (a) the employed, (b) the unemployed, and (b) 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 application, or because of temporary illness or disability, bad weather or waiting for rehire or job recall. Those who are outside the labor force (i.e., who are neither employed or unemployed) include stay-home spouses, students, persons with disability, retired persons, and seasonal workers, as well as discouraged workers not actively seeking employment.

Most women are outside the labour force due to care work

3. Unpaid care work is the main bottleneck to women's labor participation. The principal reason given by (about 58.2% of) women of working age for being economically inactive, i.e., being outside the labour force is unpaid care work, whereas for (54.5% of) their men counterparts, "schooling" is the primary reason for being outside the labour force (Figure 2). As of January 2018, an estimated 11.6 million persons, 10.8 million of whom are women, are not in the labor force due to unpaid care work.

Figure 2. Reasons for Not Joining Labor Market, by Sex: January 2018.



Source: Labor Force Survey January 2018 round, Philippine Statistics Authority

4. Women, including those educated, still account for most unpaid care work: annual estimates in the period 2001 to 2017 from the four quarterly rounds of the LFS suggest that for every 9 women economically inactive due to household/family duties, we find one male counterpart (Table 1). This pattern has persisted for nearly two decades. Despite the recent economic gains in the country, opportunities for women and men to participate in the economy remain unequal.

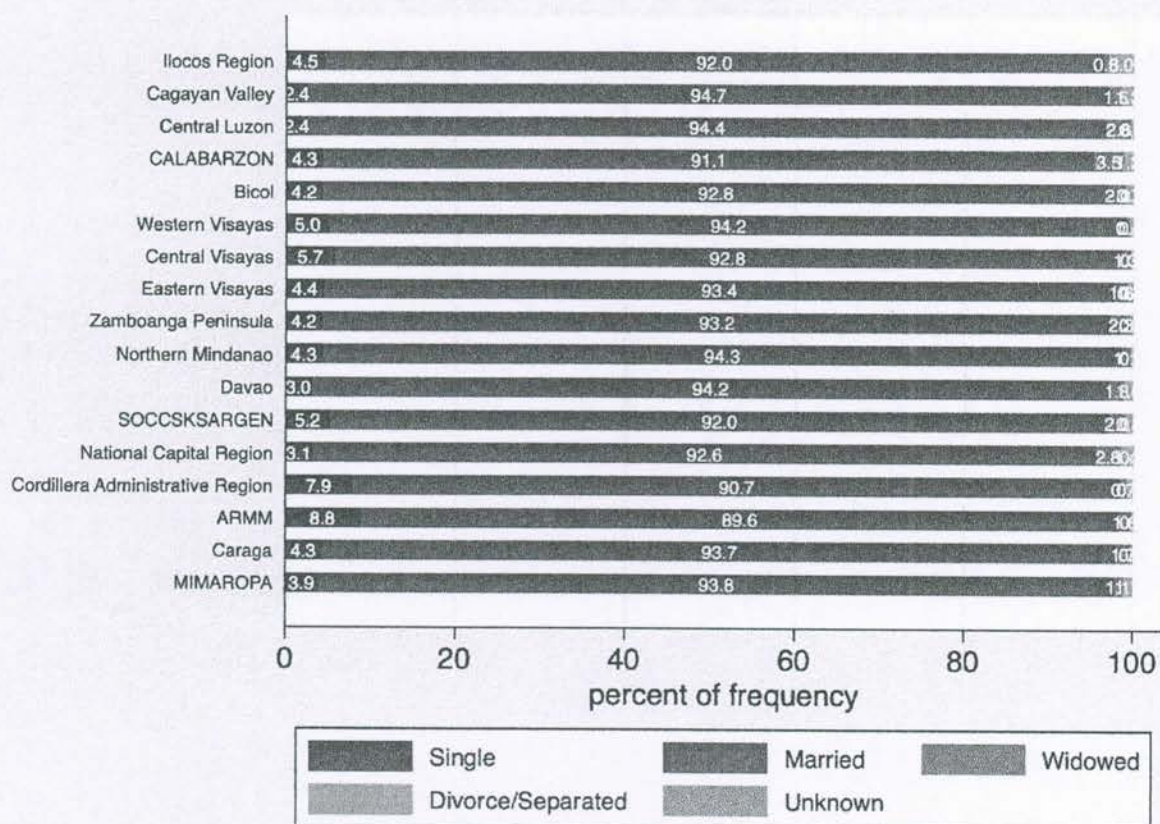
Table 1. Estimated Number of Economically Inactive Persons Due to Household/Family Duties (in thousands), by Sex and by Age Group: 2001-2017

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
TOTAL	7985	7900	8627	9202	9197	9437	9814	10222	10177	10314	10449	10670	10718	10493	10502	11126	12009
Men	304	298	328	386	525	701	857	824	826	870	884	962	977	907	1003	944	851
Women	7681	7602	8299	8816	8673	8735	8958	9398	9352	9445	9565	9708	9741	9587	9499	10182	11159

Source: Decent Work Statistics Online (<http://dews.psa.gov.ph/>), PSA

5. As of January 2018, among the 10.8 million economically inactive females aged 15 and over who are involved in unpaid care work, 5.7 million are in households with at least one child under 12 years old. The bulk of these women (about 92.7% nationally) are married, and this pattern is roughly maintained across the region (Figure 2).

Figure 2. Proportion of Women Aged 15 and above who are involved in unpaid care work (in percent) by civil status across regions: January 2018.



Burdens of women from poor households

6. Another survey conducted by the PSA, the National Demographic and Health Survey (NDHS), confirms that among women of reproductive age (i.e., aged 15 to 49), less than half are “economically active”. For the NDHS conducted in 1998 up to 2017, the percentage of women who were employed at the time of the survey has been consistent, fluctuating between 46% and 48%. Further, results of the NDHS across the years on women’s nutrition indicators show that women from poor households having less adequate nutrition than counterparts from wealthy households. Poorer households not only have less access to safe water, safe sanitation, and hygiene, but also have much less access to water in the premises where they live (than richer households) (Table 1). The burden of fetching water outside the premises is clearly given to those responsible for household work, who can be surmised to be mostly women, as suggested not only from results of the DHS but also from the LFS.

Table 1. Selected Statistics on Women and Households by Wealth Quintile: 1993-2017

Percentage of women with a birth in the past five years who	Wealth quintile					Total	Source
	Lowest	Second	Middle	Fourth	Highest		
a) received a vitamin A dose in the first two months after delivery	37.9	44.4	45.9	50.1	53.3	45.6	2008 DHS
b) took no iron tablets or syrup	14.1	7.7	6.4	3.4	6.1	8	2017 DHS
	14.8	7.1	5.8	3.6	3.9	7.6	2013 DHS
	33.9	17.4	13.9	8.1	8	17.5	2008 DHS
c) took iron tablets or syrup for <60 days	34.2	34.5	29.7	21.4	13.1	27.9	2017 DHS
	39.7	41.7	34.9	26.4	22.1	34	2013 DHS
	41.4	48.2	43.9	37.1	24.7	40	2008 DHS
d) took iron tablets or syrup for 60-89 days	9.2	8.6	8.4	7.5	6.4	8.2	2017 DHS
	8.5	10.9	10.2	11.5	11.7	10.4	2013 DHS
	4.6	6.2	9.8	7.1	10	7.3	2008 DHS
e) took iron tablets or syrup for 90+ days	39.4	47.3	50.8	60.3	62.7	50.6	2017 DHS
	36	39.4	48.3	56.9	61.1	46.9	2013 DHS
	19.2	27.8	31.5	45.2	55.3	34	2008 DHS
f) suffer from night blindness during pregnancy (adjusted)	2.2	1.2	1.3	0.7	0.6	1.3	2008 DHS
g) suffer from night blindness during pregnancy (reported)	7	5.1	4.2	3.3	2	4.6	2008 DHS
Percentage of households							
a) using an improved water source	84.4	94.9	97.3	98.8	99.6	95	2017 DHS
	80.7	94.4	98.2	99.4	99.8	94.7	2013 DHS
	71.6	92	95.9	98.3	99.5	91.4	2008 DHS
	66.9	90.9	96.1	96.3	98.3	89.7	2003 DHS
	59.8	86.5	93.3	95.6	96.9	86.4	1998 DHS
	58.1	74.1	81.2	87.4	93.3	78.5	1993 DHS
b) with water on the premises	48.4	72.5	87	94.6	98.7	80.2	2017 DHS
	31	49.5	51.3	40.8	22.9	39.2	2013 DHS
	33.1	58.9	77.5	91.9	97.6	71.8	2008 DHS
	17.3	42.2	62.1	77.5	81.2	55.9	2003 DHS
	14.4	31.7	54.2	74.5	93.5	53.1	1998 DHS
	19.6	42.7	64.6	81.5	96.4	60.2	1993 DHS
c) with improved, non-shared toilet facilities	45.8	63.7	78.8	92.7	98.4	75.7	2017 DHS
	39.3	59.4	69.8	82.7	94.5	69.6	2013 DHS

Percentage of women with a birth in the past five years who	Wealth quintile					Total	Source
	Lowest	Second	Middle	Fourth	Highest		
	30.1	50.8	69.8	84.5	94.3	65.8	2008 DHS
	16.8	8.6	2.9	0.9	0.1	5.9	2003 DHS
	16.2	9.6	5.6	4	0.7	7.3	1998 DHS
d) with soap and water	75.3	85.3	91.4	95.5	97.7	89	2017 DHS

Source: National Demographic and Health Survey, PSA obtained from STATCOMPILER <https://www.statcompiler.com/en/>

Gender issues in care work

7. Gaps in economic participation between males and females undoubtedly originate in the gendered representations of the roles of the sexes that persist across cultures and socio-economic contexts. The “male breadwinner” family model and the women’s caring role in the family remain very much entrenched across societies. Across Asia, women carry the burden of unpaid care duties. Results of time use surveys conducted in many Asian countries indicate that women and girls spend as much as 11 times more of their day than men and boys on unpaid care and domestic duties, including cooking, cleaning and collecting water and fuel (ADB and UN Women, 2018). Across four Asian countries, viz. Bangladesh, the People’s Republic of China, Mongolia and Pakistan, around 90 per cent of women perform unpaid care and domestic work, compared to 31 to 75 per cent of men.
8. One of the major barriers to women’s economic empowerment is the disproportionate share of unpaid care and domestic work they undertake. Apart from limiting participation in the labour market, unpaid care and domestic work has an impact on the type and quality of work that women can engage in, and on their wages. The ADB and UN Women (2018) provide a cross-country analysis across Asia and the Pacific and shows that countries in which women perform a higher share of unpaid care work also have a higher share of women in part-time and vulnerable jobs.
9. According to a study of the International Labor Organization (ILO), unpaid care duties are key in determining whether women enter into and stay in employment and the quality of jobs they perform (ILO, 2018). The ILO further pointed out that while care work has its rewards, when done in excess and when involving a lot of uninspiring or menial work, care responsibilities can hamper the economic opportunities and well-being of unpaid carers and diminish their general pleasure of human rights. The ILO study further highlights the phenomenon of “labor force participation penalty” for women with care responsibilities and the “labor force premium” for men who live with care recipients.

Definitions of care work and unpaid care

10. The ILO (2018) defines care work as activities and relations involved in meeting the physical, psychological and emotional needs of adults and children, old and young, frail and able-bodied. Care activities are comprised of two broad kinds, (1) those that consists of *direct, face-to, face personal care activities* (sometimes referred to as nurturing or relational care) including feeding a baby, nursing a sick partner, helping an older person to take a bath, carrying out health check-ups or teaching young children; and (2) those involving *indirect care activities* such as cleaning, cooking, doing the laundry and other household maintenance tasks or the non-relational care or household work. These activities

cannot be separated from each other and frequently overlap in practice. These are both manifested in the Philippine context. The people in need of care are typically children below the age of 15, older persons aged at or above healthy life expectancy, and persons with severe disabilities.

11. Care work is defined alternatively in a report of Oxfam (2018) as the provision of services for family and community members outside of the market by meeting the material and/or developmental and emotional needs of one or more other people through a direct relationship. Care work is usually unpaid because the person doing it does not receive a wage or any other form of compensation. Care work is “work” because it “entails expenditures of time and energy.” It is also called “reproductive work” or “domestic work” in order to differentiate it from productive or market-based work.
12. Unpaid care work is defined in the ILO (2018) report as caring for persons or undertaking housework without any explicit monetary compensation. Further, the ILO (2018) points out that while unpaid care work contributes to economies, and to individual and societal well-being, unpaid care work also remains mostly invisible, unrecognized and unaccounted for in decision-making. If unpaid care work were properly valued into national accounts, it is likely that portraits of GDP would look very different. The ILO estimates that if unpaid care were to be valued on the basis of an hourly minimum wage, these services would amount to a total of 9 per cent of global GDP.

Public Policy on Gender and Unpaid Care Work

13. Growing populations, changing demographics, ageing societies, women’s secondary status in labour markets and deficiencies in social policies require urgent action on unpaid care work from governments, families and individual citizens. Recognizing, reducing and redistributing unpaid care and domestic work is undoubtedly essential for inclusive growth and sustainable development. Throughout the last three decades, the Philippines has had a dynamic and forceful legislative agenda to protect women’s rights and ensure gender equality (David et al., 2018). Some of the significant laws that impact on the welfare of women and girls include the Magna Carta of Women (MCW) also known as Republic Act (RA) 9710, the Women in Development and Nation Building Act (RA 7192), the Responsible Parenthood and RH Act (RA 10354), the Domestic Workers’ Act (RA 10361), and the Anti-Child Pornography Act (RA 9775). In particular, the MCW comprehensively seeks to enforce women’s rights by adopting measures to foster and promote equal opportunity for women to participate in and contribute to development. The Women in Development and Nation Building Act institutes measures that would benefit women equally and allow full participation and involvement of women in the development process; it mandates all government instrumentalities to review and revise their regulations, circulars, issuances and procedures to remove gender bias. Thus far, however, no legislation has been formulated regarding unpaid care and domestic work, particularly the provision of access to non-contributory social protection.
14. Recognizing, reducing and redistributing women’s disproportionate share of unpaid care and domestic work will leverage the economic potential of women, and enhance other development outcomes, including increased time for women to engage in decent work and economic opportunities, and undertake self-care and leisure activities. The Philippines adoption of the Beijing Platform for Action broadened the discussions on women’s rights including violence against women, women’s leadership and political participation and

economic concerns. This also prompted the country to account the contribution of unremunerated work of women to the economy.

15. Merged data from the Labor Force Survey and the 2015 Family Income and Expenditure Survey show that as much 4.2 million women in the country are not economically active due to unpaid care work and are from families with at least one-child aged 12 years old or below (Table 2). Of these women, 1.5 million are from poor households, another 1.8 million are from households that are not poor, but still with low income, and about 0.9 million are from the middle-income class. See Albert *et al.* (2018) for a distinction of income groups. Social protection assistance is particularly important for housewives and stay-at-home single moms from families whose incomes are not enough to support food and non-food needs of their family members, and yet are unable to join the labor force due to the disproportionate share of unpaid care and domestic work they undertake.

Table 2. Estimated Number of Economically Inactive Women Who Are Not in the Labor Force due to Unpaid Care Work, and Who Come from Families with at least one-child aged 12 years old or below (in thousands), by Income Group and by Marital Status: 2015

Income Group		Marital Status					Total
		Single	Married	Widowed	Divorced/ Separated	Annuled	
Poor		131.8	1,301.2	16.0	12.6	0.9	1,462.6
Non-poor with per capita Income	between Poverty Threshold and 2 times Poverty Threshold	134.2	1,621.2	24.2	11.2	0.0	1,790.8
	between 2 times and 4 times Poverty Threshold	41.9	626.6	18.4	13.6	0.0	700.4
	between 4 times and 10 times Poverty Threshold	7.9	179.4	9.3	2.0	0.0	198.6
	between 10 times and 15 times Poverty Threshold	1.1	11.4	0.0	0.0	0.0	12.5
	between 15 times and 20 times Poverty Threshold	0.0	1.1	0.0	0.0	0.0	1.1
	higher than 20 times Poverty Threshold	0.0	2.0	0.0	0.0	0.0	2.0
Total		317.0	3,742.8	67.8	39.4	0.9	4,168.0

Note: Authors' estimates using merged LFS-2015 FIES data

16. Nearly a century ago government economists in Sweden and the United States estimated unpaid household work, using a crude methodology of multiplying the number of rural and urban households by the annual cost of employing a domestic servant, thus suggesting the cost of unpaid care work as the wage given to domestic helpers (Hawrylyshyn 1976). Prior to World War II, the national statistic offices of Denmark, Norway and Sweden included household production in their national income estimates with Norway's estimates, valuing the unpaid work of married women on average wage income for unmarried women and widows in various age groups. This practice were discontinued in 1950 when the United Nations recommendations on the System of National Accounts were adopted (Aslaksen and Koren 1996)
17. The public provision of assistance to all unpaid care workers, whether through the equivalent of minimum wage or even the wage of domestic helpers is likely going to have the unintended consequence of distorting the job market. Further, such a cost may be well outside the current and foreseeable public fiscal space.

18. In 2015, according to the PSA, the average poverty line was P9,100 per month for a family of five. The average gap between the poverty line and the monthly income of the families of these poor women is about P 3,250, with the gap of P4,100 even higher for single mothers (Table 3). Thus, the provision of a cash assistance support of 1,000 per month to these women corresponding to a third or a fourth of this gap will bring the monthly incomes closer to the poverty line. The total annual cost of such a social protection assistance program for stay-at-home women from poor families is 17.6 billion pesos (of which, 15.6 billion will go to married women, 1.6 billion to single mothers, and the rest to widows, divorcees, etc.).

Table 3. Average Gap Between Poverty Line and Monthly Income of Families of Women Who Are Economically Inactive due to Unpaid Care Work, and Who Come from Poor Families with at least one-child aged 12 years old or below (in pesos), by Region and by Marital Status: 2015

Region	Marital Status					Total
	Single	Married	Widowed	Divorced / Separated	Annulled	
Ilocos Region	3736.72	2314.60	866.66			2478.16
Cagayan Valley	3165.11	2373.70	3796.51			2494.17
Central Luzon	3865.53	2612.00		5187.41		2692.07
Bicol Region	3890.29	3130.70	2190.55	2171.35		3155.51
Western Visayas	3876.66	2693.57	2924.43	495.43		2760.62
Central Visayas	3967.17	3474.59				3537.24
Eastern Visayas	4503.10	3492.90	9369.83	4063.60		3647.09
Zamboanga Peninsula	4289.66	2730.75	6001.79	275.00		2889.27
Northern Mindanao	4670.82	3829.93	3923.15	1241.59		3880.66
Davao Region	4941.38	3118.71	5221.29	3917.75		3264.54
SOCCKSARGEN	4081.94	3922.92	6206.28	4025.40		3952.03
NCR	2421.85	2519.10	2702.43	1054.29		2452.19
CAR	2453.96	3392.02	6635.10			3353.21
ARMM	4034.00	3454.53	3208.74	2303.94	1179.09	3517.34
Caraga	5662.97	3632.08	6035.71	1547.52		3759.13
CALABARZON	2934.20	2236.81	303.71	3875.18	1494.36	2294.82
MIMAROPA	4302.71	2720.73	3529.20			2904.00
Total	4102.54	3166.36	3843.08	2803.12	1376.78	3253.87

Note: Authors' estimates using merged LFS-2015 FIES data

19. In 2015, the Philippines together with 192 other member states of the United Nations adopted the 2030 Agenda for Sustainable Development, or popularly known as the Sustainable Development Goals (SDGs). The SDGs comprise 17 goals and 269 targets for 2030; these Global Goals are more ambitious than its predecessor agenda, the Millennium Development Goals, as the SDGs seek to achieve sustainable development in its three dimensions- economic, social and environmental. A stand-alone goal, Goal 5 (gender equality) has been included in the SDGs. Mainstreaming of gender perspectives has also been emphasized as both an enabler and accelerator for all the 17 SDGs.
20. The valuable contribution of unpaid care work to achieving all the SDGs and to individual and societal well-being has been manifested by the inclusion of Target 5.4. "Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate". As an enabler, achieving Target 5.4 will also contribute to the attainment of Goals 3 (health), 4 (education), and 8 (decent work), among others. With the country's adoption of the SDGs, coupled with commitments to the ASEAN Socio Cultural Community by 2025, and emphasis of social inclusion in the Philippine Development Plan 2017-2022, the provision of appropriate services and policies to recognize, reducing and redistribute unpaid care work becomes even more imperative.

References

- Albert, J.R.G. and Vizmanos, J. F. V. 2017. Do men and women in the Philippines have equal economic opportunities? PIDS Policy Notes No. 2017-09. Makati City, Philippines: Philippine Institute for Development Studies. <https://pidswebs.pids.gov.ph/CDN/NEWS/pidspn1709.pdf> (accessed on February 10, 2019).
- Albert, J.R.G. Santos, A. G. F. and Vizmanos, J. F. V. 2018. Profile and Determinants of the Middle-Income Class in the Philippines PIDS Discussion Paper No. 2018-20. Makati City, Philippines: Philippine Institute for Development Studies. <https://pidswebs.pids.gov.ph/CDN/PUBLICATIONS/pidsdps1820.pdf> (accessed on February 10, 2019).
- Asian Development Bank (ADB) and UN Women. 2018. Gender Equality and the Sustainable Development Goals in Asia and the Pacific: Baseline and Pathways for Transformative Change by 2030. Bangkok. <https://www.adb.org/sites/default/files/publication/461211/gender-equality-sdgs-asia-pacific.pdf> (accessed on February 10, 2019).
- Aslaksen, I. and Koren, C. 1996. Unpaid household work and the distribution of extended income: the Norwegian experience. *Feminist Economics* 2(3): 65-80. <https://www.tandfonline.com/doi/abs/10.1080/13545709610001707766> (accessed on February 18, 2019).
- David, C. C., Albert, J.R.G. and Vizmanos, J. F. V. 2018. Sustainable Development Goal 5: How Does the Philippines Fare on Gender Equality? PIDS Research Paper Series No. 2018-04. Makati City, Philippines: Philippine Institute for Development Studies. <https://pidswebs.pids.gov.ph/CDN/PUBLICATIONS/pidsrp1804.pdf> (accessed on February 10, 2019).
- Hawrylyshyn, O. 1976. The value of household services: a survey of empirical estimates. *Review of Income and Wealth* 22: 101-131. <https://onlinelibrary.wiley.com/doi/abs/10.1111/j.1475-4991.1976.tb01146.x> (accessed on February 18, 2019).
- International Labor Organization (ILO). 2018. Care Work and Care Jobs for the Future of Decent Work. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_633135.pdf (accessed on February 10, 2019).
- Oxfam. 2016. Caring about Care Work: The Philippine Experience.
- World Economic Forum (WEF). 2018. The global gender gap report. Geneva, Switzerland: WEF. http://www3.weforum.org/docs/WEF_GGGR_2018.pdf (accessed on February 10, 2019).

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

Eighteenth Congress
First Regular Session

HOUSE BILL NO. 80

Introduced by **Representative JOEY SARTE SALCEDA**

**AN ACT
PROVIDING FOR COMPENSATION TO STAY-AT-HOME HOUSEWIVES**

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

SECTION 1. *Short Title.* – This Act shall be known as the “**Housewives Compensation Act.**”

SEC. 2. *Declaration of Policy.* – It is hereby declared a policy of the State to recognize the work at home of stay-at-home mothers or housewives as valuable economic activity. Towards this end, stay-at-home mothers or housewives shall receive financial compensation for all the services rendered on a full-time basis to their children and their families.

SEC. 3. *Coverage.* This Act shall apply to all housewives whose family’s economic status falls below the poverty threshold, who work as full-time housewives, and do not have part-time nor home-based work that is compensated.

SEC. 4. *Definition of Terms.* As used in this Act:

- a.) “work at home” refers to services rendered for the children in the family but does not include home-based work which is compensated or any income generating activity;

- b.) “stay-at-home mothers” refers to women who, regardless of civil status, perform the work at home of a full-time mother, and do not have part-time nor home-based work that is compensated or any income generating activity;
- c.) “children” refers to those children in the household, whether biological or not, who are ages 0-12, or who possess the mental ability of a child who is below 12 years old and cannot take care of themselves.

SEC. 5. *Compensation.* Financial assistance equivalent to Two Thousand (Php 2,000.00) pesos per moth shall be given to housewives who are covered under this Act.

The assistance is subject to a review every three (3) years by Congress, in consultation with the Department of Social Welfare and Development (DSWD). At the onset of implementation, the government will make use of the DSWD National Household Targeting System for Poverty Reduction (NHTS-PR) database to identify the initial set of beneficiaries. After the first year of implementation, the DSWD, in coordination with the local Social Welfare and Development Office (LSWDO) of each local government unit, will set up mechanisms for annual updating of the NHTS-PR for determining other qualified beneficiaries under this Program

SEC. 6. *Conditionalities.* The financial compensation shall be released by the DSWD, with the support of the concerned local government units (LGUs), as the case may be, subject to the following conditions:

- a) The child or children is/are enrolled in public schools with at least 85 percent attendance;
- b) The child or children manifest responsible behavior in preparation for eventual independence from the full-time services of the mothers; and
- c) The family (father, mother and children) attends a quarterly barangay assembly aimed at empowering the family to become responsible members of their locality, and at reducing the time burden of unpaid care for women living in poverty.

SEC. 7. *Implementing Agency.* The DSWD, together with the concerned LGUs, shall implement the provisions of this Act.

SEC. 8. *Implementing Rules and Regulations.* – Within ninety (90) days from the approval of this Act, the Secretary of the DSWD, in consultation with the Secretaries of the

Department of the Interior and Local Government and the Department of Education shall promulgate the necessary rules and regulations, including the targeting and screening of beneficiaries, for the effective implementation of this Act.

SEC. 9. *Appropriations.* – The amount necessary to carry out the provisions of this act is hereby authorized to be appropriated in the concerned DSWD and LGUs in the General Appropriations Act for the year following its enactment into law and thereafter.

SEC. 10. *Repealing Clause.* – All laws, decrees, executive orders and proclamations, rules and regulations or parts thereof inconsistent with this Act, are hereby amended or modified accordingly.

SEC. 11. *Separability Clause.* – If any provision of this Act is held invalid or unconstitutional, the remaining parts or provisions not affected shall remain in full force and effect.

SEC. 12. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,