| **SPOFS provisions** | **Scheme** | **Overview of the scheme** | **Policy gaps** | **Recommendations** | **Implementation issues** | **Recommendations** |
| --- | --- | --- | --- | --- | --- | --- |
| **Social insurance**National objectives and strategy: universal coverage, including of the informal sector, through income security and risk-pooling measures, including micro-insurance and saving schemes | Philippine Health Insurance Corporation (PHIC or PhilHealth) | **Legal framework:** National Health Insurance Act (RA 7875), 1995; as amended by RA 9241 and RA 10606; Implementing Rules and Regulations, 2013.**Target population:**(i) Public and private sector employees;(ii) OFWs;(iii) Informal sector (voluntary membership);(iv) Indigent Program targeted at poor households identified by NHTS-PR; also including street children, PWDs and IPs(v) Sponsored Program targeted at poor individuals not identified by the NHTS-PR;(vi) Retirees and pensioners of SSS and GSIS prior to RA 7875, PhilHealth members >60 years of age who have paid >120 monthly contributions (through the Non-Paying Program); (vii) all senior citizens aged 60 years and older;(viii) and all dependants of registered members.**Benefits:** Compulsory health insurance coverage for all, which comprises inpatient care (confinement >24 hours) and outpatient care in accredited hospitals, clinics and rural health units. It includes room use, medicines, fees, for treatments including, among others –(i) day surgeries, dialysis, cancer treatment;(ii) Maternity Care Package ranging from PHP6,500 (if availed in hospital health care institutions) to PHP8,000 (if availed in non-hospital health care institutions), covering antenatal care and normal spontaneous delivery; and new-born care package up to PHP1,750;(iii) fixed coverage for treatment of tuberculosis (PHP4,000) and avian influenza (PHP50,000);(iv) primary care benefit package for indigent and sponsored members and their families, including examination at least once a year, preventive care and diagnosis;(v) enhanced outpatient benefit package for OFWs, including preventive care, diagnostic services, psychological and external examination, treatment of simple illnesses (expanded to include DepEd personnel in 2013);(vi) Outpatient HIV/AIDS Treatment (OHAT) package provides reimbursement up to P30,000 per year, for treatment of confirmed cases.(vii) health care for orphans, abandoned and abused minors, out-of-school youths and street children under the care of DSWD or any of its accredited institutions run by NGOs or any private organizations, (funding through DSWD) (MoA with DSWD still for approval)Fees charged by health service providers shifted from fee-for-service method to all-case-rate payment method, so members can see how much they get from PhilHealth. Regulations on the fees charged by health service providers, have recently been proposed in DOH.**Contribution collection:** (i) with people's associations, CSOs, micro-finance institutions through the iGroup program, which targets members of organized groups; (ii) with agencies that provide business licenses, wherein the SMEs have to show a payment slip of PhilHealth, to get the licenses. This is done to make capable informal sector workers and employers pay the premiums; (iii) LGUs for the Sponsored Program; (iv) Pooling of beneficiaries into groups, for those who can afford only irregular payment of contributions.**Implementing agency:** Philippine Health Insurance Corporation, Department of Health. Various tie-ups for contribution collection with people's associations, CSOs, micro-finance institutions through the iGroup programme, and agencies that provide business licenses. In order to make informal sector workers and employers pay the premiums, the LGUs implement the Sponsored Program, and the iGroup programmes pools beneficiaries, who can afford only irregular payment of contributions, into groups.**Coverage:** 36.41 million registered principal members (broken into 13.01 million members of the formal economy, 3.38 million members of the informal economy, 14.71 million indigent members, 0.85 million sponsored members, 0.93 million lifetime members, 3.53 million senior citizens) and 49.81 million dependants, totalling 86.22 million beneficiaries in 2014. Coverage rate of 87% of whole population, coverage rate of 60% of workers in informal economy.**Funding:** (i) Public and private sector - Monthly premium contribution is 2.5%, equally shared by the employer and employee, of the salary base which ranges from PHP8,000 – PHP35,000 per month; contributions of domestic workers who earn less than P5,000, have to be fully paid by the employer (ii) OFWs - worker contribution of P2,400 per year, (iii) Informal sector - worker contribution of P2,400 (monthly salary <P25,000) or P3,600 per year (others), (iv) Indigent Program - contribution by national government of P2,400 per year; (v) Sponsored Program - contribution of P2,400 per year from LGUs or private sponsors like NGOs; (vi) Sin Tax (immunization managed by DoH); (vii) P6.7 billion subsidy from the government. | Coverage: • Low coverage of informal sector workers as they might not be able to pay the premiums on a regular basis, due to the seasonal nature of their incomes. • 15% of all children remain uncovered. Design & Benefits:• The out-patient benefit package, and the expanded PhilHealth benefit package (TsekAP) is currently not available for all members. • Some vital health care services are not part of the benefit package, i.e. psychotherapy, drug rehabilitation treatment and other type of illnesses with medical related expenses such as epilepsy.*(Note: HIV testing is included for those who have shown symptoms during confinement.)*• Package for children with disabilities is not defined in terms of type of disability and age group. • No regulations are in place to control the fees charged by health service providers. | • Develop a (partially) subsidized scheme for poor and near-poor workers of the informal sector, not covered by the NHTS-PR.• Develop a policy mandating the automatic coverage of all children into PhilHealth (similar to the automatic coverage of all senior citizens). Such a move is aligned to the universal Health Care Agenda and requires less administrative effort. • Expand the TsekAp benefits to all PhilHealth members, to increase the breadth of coverage.• Study the feasibility of including various vital health care services in the benefit package and at the same time strengthen the system of assessment for such cases. • *PhilHealth has ongoing discussion on benefit packages for PWDs, with technical support from UNICEF.*• Set-up a mechanism on setting a cap on the Professional Fee and Hospital Fee.• Conduct a comprehensive inventory on micro-insurance scheme to complement with mandatory schemes to explore other innovative schemes. | Administrative issues: • No standard targeting mechanism is used by LGUs for PhilHealth’s Sponsored Program, and high leakages and clout exist in the process, often resulting in non-poor households being covered. • No sustained coverage of OFWs by PhilHealth.• Processing and submission of documentary requirement may serve as a challenge.• PhilHealth policies, through their circulars, are interpreted differently by PhilHealth regional offices and health facilities.• Need for documentation and requirements for parental concern before treatment prevents children from receiving treatment; including adolescents seeking reproductive health services (including ante-natal care).Accessibility of services:• Not all health facilities are ready to provide the expanded outpatient benefit package. DOH and LGUs need to expedite the HFEP implementation and even expand this to enable facilities to provide the expanded PHIC package.• Remaining barriers to access services such as payments centres.• The DoH is having difficulties in hiring doctors to transfer to provincial health facilities. Information & Awareness:• Members lack knowledge on their entitlements and benefits, as information on benefit packages is not clearly understood and made accessible. Often the fees charged by health service providers are available online only, which may be difficult for rural members to access.• Those belonging to the informal sector may not put priority on health care and would rather allocate premium payment to other necessities.Monitoring: Convergence & Cooperation: | • Employ a standard targeting mechanism to select beneficiaries, i.e. the NHTS-PR. Here, explore the possibility of automatically including vulnerable groups such as workers in the informal sector, indigenous people, unemployed PWDs, near-poor, in the NHTS. Additionally, involve other agencies, i.e. NAPC, to validate the identification. • Establish PhilHealth offices abroad though for instance Philippine embassies.• Ensure effective implementation of Point-of-Care-Enrolment in hospitals and remove documentation barriers preventing individuals from seeking health care. • Conduct regular orientations to PhilHealth regional offices on new circulars issued to be conveyed to health facilities within their jurisdiction• Review requirements for parental consent, constituting a barrier to access.• Strictly enforce the income retention for health-care providers to improve services.• Explore the possibility of a one-stop shop payment collection for SSS, PhilHealth and Pag-Ibig.• Provide incentives to doctors to transfer to provincial health facilities. • Display a list of available PhilHealth benefits, treatments and all-case-rates in local communities and outside health care facilities, so that members are aware of them. Include DOH directive for health providers to give information to the beneficiaries particularly on PhilHealth benefits.• Continue to expand information dissemination campaign (e.g. Tsekap) to all members at the municipality level. • PhilHealth and NAPC to coordinate and go to the communities or convene tribal leaders to disseminate information on the different programs to IPs. Translate IECs to local dialects• Stronger monitoring and convergence among agencies to ensure compliance to PhilHealth coverage and regulations. • Explore further linkages with CSOs, cooperatives and people’s organizations for enrolling members, designing benefit packages and determining contribution amounts.  |
|  | Veterans Hospitalization Program (VHP) | **Legal framework:** RA 6948 and amended by RA 7696**Target population:** Veterans >65 years old**Benefits:** Medical care - Hospitalization Benefits (free hospitalization, treatment, medicines and P1,200 allowance per day of confinement for the veterans and their dependents up to maximum 45 days per patient per year at accredited centres. Subsidies for special medical procedures and medical supplies**.****Implementing agency:**  Philippine Veterans Affairs Office (PVAO) and Veterans Memorial Medical Center (VMMC) through the Veterans Hospitalization Program (VHP)**Coverage:**  All Veterans, counting 36,281 in 2014, spouse of veteran, minor children, children who are mentally or physically incapacitated regardless of age and dependent parents regardless of veterans civil status; totalling 140,000 entitled dependents in 2014.**Funding:** Death and disability benefits are funded by the government. | Funding:• The present budget of P10M for the VHP is no longer enough to support the commitment to expand procedures covered, including the daily rate of hospitalization subsidy which was increased from PHP800 to 1,200 in 2013. *(Note: PVAO's request for the additional PHP40 million increase of VHP budget has not been granted)*  |  | Information & Awareness:• Lack of information dissemination among veterans and stakeholders.Coordination & Convergence:Accessibility of services: • There is only one Veterans Hospital, i.e. VMMC located in Quezon City, which is conveniently accessible to only 24% of eligible beneficiaries, leaving the larger segment of the veterans population in the far flung provinces and regions with little access to free patient care. | • Need to strengthen linkages/coordination with other government agencies (e.g. DOH, DILG)• Need for strong and concerted efforts amongst the various Veteran Organizations to push for the passage of the House Bills that seeks to establish veteran hospitals in the other regions.• Dedicate a wing/section of public hospitals for veterans/PVAO concerns. A MOA between the veterans and all government hospitals could cover for the payment of expenses incurred by veterans for hospitalization.  |

**Assessment Matrix – CHILDREN (SPF 2)**

| **SPOFS provisions** | **Scheme** | **Overview of the scheme** | **Policy gaps** | **Recommendations** | **Implementation issues** | **Recommendations** |
| --- | --- | --- | --- | --- | --- | --- |
| **Social Welfare**National objectives and strategy: Expanded and efficient coverage of the poor and marginalized, through cash and in-kind transfers, in the form of coordinated interventions to support basic requirements, reduce poverty, lessen exposure to risks and promote socio-economic development | Pantawid Pamilyang Pilipino Program (4Ps) andModified Conditional Cash Transfer (CCT) | **Legal framework:** DSWD Administrative Order 16, 2008**Target population:** Poorest households in poor municipalities (selected by a proxy-means test) who are part of NHTS-PR, and have a pregnant member or a 0-18 year old child. Convergence exists among 4Ps, NCDDP and SLP in identifying beneficiaries and delivering benefits. Modified CCT targets homeless and street families, and indigenous people who are not part of NHTS-PR.**Benefits:** Conditional cash transfer, with twin objectives of social assistance (provide immediate financial support) and social development (invest in human capital). It includes a health grant of PHP500 per month per household, prenatal and postnatal care during childbirth; on the condition that pregnant women avail prenatal and postnatal care, and attend Family Development Sessions, and 0-5 year old children receive regular check-ups, vaccinations and deworming pills. It alsoincludes an education grant of P300 per month per elementary school child and P500 per month per high school child, for 3-18 year old children, up to 3 children per household for 10 months per year; on the condition that the children are enrolled in school or day care centres with at least 85% attendance. (As of June 2015, 98% complied with the condition on school enrolment)Benefits are delivered using LandBank ATMs and over the counter, once every 2 months. 4Ps promotes human capital investment, beneficiary responsibility through education and family sessions, and economic growth by increasing the purchasing power of beneficiaries. The Modified CCT provides the same benefits and also prepares the homeless to move into a permanent shelter after 6 months, when they are finally integrated into the regular 4Ps.**Implementing agency:** DSWD, with help from other departments, NAPC. Coordination with DoH and DepEd to tackle supply-side matters, LGUs and CSOs for implementation.**Coverage:** 4,353,597 registered households in all 17 regions as of August 2015.**Funding:** Government budget, with an approved budget of PHP62.3 billion for 2015.Total effective disbursement from January to August 2015 amounting to PHP27.15 billion paid to eligible and compliant beneficiaries. For 2016, a budget of PHP62.7 billion is approved.  | Legal framework:• 4Ps and Modified CCT are not institutionalised in law, raising concerns about their sustainability.Coverage:• Currently only three children per family are eligible for the cash transfer, excluding the 4th child and beyond. • Restriction of the benefit to regular, nuclear families, excludes children who belong to non-traditional families, i.e. street children. Design & Benefits:• The grant rates are low and account for a smaller share of the household income than in 2008, when the 4Ps was launched. The rates might not incentivize families to comply with conditions. • Under 4Ps, there is no provision of fortified or nutritious food for children 6-24 months old to prevent further stunting (shortness) and reduce the threat of developing acute malnutrition.• Although the 4Ps has the objective of eliminating child labour from the beneficiary households, currently no condition tackles the issue. | • Institutionalize the 4Ps and Modified CCT in the national law to ensure their sustainability in the long term. Fast track passage of pending bills on institutionalization of CCT and Modified CCT.• Extend the number of children covered per households, currently limited to 3 family, so that all children in an eligible household receive the benefits.• Review the targeting to include other needy children, i.e. street children. Make necessary guidelines on selection of children beneficiaries and further remove restrictions on the documentation, such as name of parent(s).• Revisit the grant rates and increase the rates, and/or link them to inflation. • Provide micronutrient supplementation to 6-24 months old children to improve quality of complementary food and prevent anaemia, as this age group is highly vulnerable to malnutrition. • Provide iron-folic acid supplementation to pregnant and lactating women. *(check with DoH)*• Review whether it is possible to include a condition on removing child labour from the household, or tackle the issue through other ways, i.e. increase grant to make families less reliant on income generated through child labour, educate parents on the issue through FDS, profiling of child labourers etc. • Include other topics in FDS such as good parenting, child rights and child labour, hygiene promotion, etc. to promote responsibility of the parent beneficiaries.  | Administrative issues:• Overworked staff and shortage of municipality links and support services in the community level.Accessibility of services:• Schools and health facilities are not accessible everywhere, leading to some households not being able to comply with the 4Ps conditionalities. Coordination and convergence of the supply side remains problematic. • The family development sessions (FDS) do not include nutrition education modules, although such a module is already existing per DSWD. The issue is observed to be on the delivery mechanism.Monitoring & Evaluation:• Weak reporting system.  | • Establish /Provide necessary support services at the community level.• Ensure the access of 4Ps beneficiaries to community-based educated systems, rural schools run by accredited NGOs, and other alternative learning systems. One way could be to arrange for transport at the LGU level. Moreover, strengthen coordination between the NGAs and the LGUs to improve access to basic social services. • Facilitate access to health facilities by providing mobile health facilities, and utilize geo-tagging and geographic information systems to determine the accessibility of health facilities particularly in rural areas through. • DOH to intensify training to LGUs on management of health facilities including supplies, services manpower and capacity building for service providers. The capitation payment from PhilHealth to LGUs should be used to improve and sustain the provision of services.• Include standard modules to be facilitated on nutrition for FDS to be delivered by BNS/BHW under supervision of Midwife. Check FDS modules vis-à-vis international standards on rights.• Develop a common and efficient monitoring, evaluation and reporting system and database for all schemes that converge with 4Ps. Conduct training on use of the system at LGU level. |
| Supplementary Feeding Program (SFP) | **Legal framework:****Target population:** Poor households in selected geographic areas whose children are enrolled in day care centres, pre-school or public elementary schools. Department of Education (DepEd) targets severely undernourished children, while DSWD targets all children.Poor households in selected geographic areas whose children are enrolled in day care centres, pre-schools or public elementary schools. The SFP in day care centres, administered by DSWD, targets all 2-4 year old children in Supervised Neighborhood Play (SNP), 3-4 year old children enrolled in days care centres, and 5 year old children not enrolled in the DepEd preschools, but enrolled in day care centres. The School-Based Feeding Program (SBFP), administered by DepEd, gives priority to severely wasted Kindergarten to Grade 6 pupils, enrolled in identified schools. In the selection of wasted beneficiaries, priority is given to Kindergarten to Grade 3 learners. Objectives include the improvement on the nutritional status of the learner, increased attendance and a reduction in the drop-out rate.**Benefits:** Provision of hot meals to children for 5 days a week, 120 days per year. The meals include rice and viand, and if funds are still available fruits may be added.**Implementing agency:** DSWD for the SFP in day care centres, with voluntary support from parents for the cooking and preparation of food, and management of feeding sessions. DepEd implements the SBFP.**Coverage:** In 2014, 1,702,727 day care children and 533,425 severely wasted and 626,730 wasted Kindergarten to Grade 6 children, were covered. For 2015, a total of 2,568,811 children are targeted, including children registered under the Supervised Neighbourhood Play. **Funding:** The scheme is funded through government or LGU funding. In 2014, total assistance amounted to P2.7 billion. For 2015, a budget of P3.3 billion was approved. DSWD has transferred more than PHP3.6 billion which is expected to cover 2.05 million day care children in 1,361 LGUs nationwide in 2015. | Coverage: • The school-based feeding programme only covers severely undernourished children. Targeting of these is unclear at times.Benefits:• SFP is not a sustainable mechanism to maintain nutritional status of target beneficiaries due to limited number of feeding days. Some children have been found to go back to their previous body weight after 120 days.  | • Extend coverage to all school going children, and do not restrict feeding to undernourished pupils only. • Provide meals for all school days of a year, instead of only 120 feeding days. • Existing policies to combat malnutrition, i.e. community based food banks and DSWD program to provide fortified meals, should be strengthened. | Administrative issues:• SFP entails a lot of paper work and requirements on accounting and auditing procedures, specifically in the release of funds, making it difficult for schools to comply with the procurement process, affecting the continuity of feeding due to delayed liquidation. • Unavailability of support services at the local level, including suppliers, parents’ to prepare and serve the foods, and personnel for reporting and finance. • Limited LGU budget and technical knowledge, lead to wide variations in the implementation of the SFP and community-based management of acute malnutrition (CMAM).• Standard anthropometric tools are not available in all health centres and schools, making it difficult to get correct measurements.Accessibility of services:• Some children do not have access to institutions providing SFP, among others due to a lack of day-care centres provided by the government.Coordination & Convergence:• Lack of convergence with other programmes of government that can help to improve the health status of children. | • Review Procurement Law to speed up the release of funds and facilitate bureaucratic requirements to be met by schools. *(DepEd CO to meet with GPPB on the possibility of adopting community-based procurement.)*• Mobilize other stakeholders in the community, e.g. CSOs, to assist in the preparation and serving of foods and increase the number of personnel for accounting and liquidation of funds. Moreover, create additional nutritionist positions.• DSWD to provide technical assistance and training to LGUs. Further, policy on CMAM and SFP should be in place to standardize implementation and clarify the objectives of the SFP. • Ensure the provision of anthropometric tools by the DOH and ensure that the tools should also be PWD-friendly. • Include alternative home-based accredited activity centres and explore the provision of home-based or community-based SFP to reach out to all children. • DSWD, DepEd and DoH should improve their coordination and the participation of CSO should be encouraged. Use existing structures for coordination, i.e. the National Nutrition Council and local nutrition committees. |
|  | Other programmes for children  | **Legal framework:****Target population:** Poor, vulnerable and marginalised people**Benefits:** Several other initiatives include (i) Care, treatment, counselling and rehabilitation for street children and families; orphans and children staying away from families; young victims of drug abuse, exploitation and human trafficking; children with behavioural problems; juveniles. (ii) Financial assistance, psychosocial support and referrals for individuals and households in crisis situations at 17 Crisis Intervention Units.**Implementing agency:** DSWD (to add other agencies)**Coverage:** **Funding:** Benefit expenditure of P273mn in 2013. | Benefits:• No allowance is provided to for Children in Need of Special Protection (CNSP), IP children, IDP children, PWD children.• Lack of comprehensive social welfare policy and programs to address the need of children and their families with a more holistic/ sustainable approach. | • Study feasibility of an allowance for these vulnerable groups and determine the design of the transfer scheme, i.e. (un) conditional, temporary, etc.• Develop more comprehensive approach by (i) empowering NGO partners in providing child protection, (ii) creating mechanisms and protocols, (iii) harmonizing programmes and psycho social services, (iv) mandating spending on child-specific activities at all levels of government, (v) linking such spending to LGU point system.  | Administrative issues:• Lack of investment and social workers at the local level targeted at social welfare of children, including care to specific groups such as children with violent behaviour.• Required birth registration may hinder children from accessing education/employment opportunities.Accessibility of services:• Lack of existence and low accessibility of schools for IP communities. No special methods to address IP children needs.• Access to schools and class rooms remains a challenge for children with disabilities. | • Encourage LGUs to increase local investments for the welfare of children and their families.• Hire and train social workers in residential care and social welfare for case management and alternative family-based care for children. A specific ratio of children to social workers should be mandated at all levels of government. Additionally, strengthen local council for the protection of children.• DSWD to strengthen its human resource capacity to provide technical support and to improve the quality of care in existing local social welfare programmes facilities in LGUs.• Develop a specific policy and assistance for birth registration for 0-18 year-olds.• Discuss and collaborate with IP groups regarding their needs to develop methods to school IP children.• Ensure PWD children's access to education, support services, and transportation. Improve capacity of schools and teachers to provide disability services. |
| **Labour market interventions**National objectives and strategy: Enhancement of employment opportunities, protection of worker rights and welfare, through the provision of timely and accurate labour market information, free placement and job-assistance services, career guidance, etc. | Special Program for Employment of Students (SPES) | **Legal framework:** RA 9547; RA 7323, 1992.**Target population:** Poor deserving high school, college, vocational students, and drop-outs, who are 15-25 years old and whose family income is below the poverty threshold.**Benefits:** Qualified students can pursue their education, while earning some money through employment, paid at at least the minimum wage, in the summer and Christmas vacations for up to 52 days. GSIS accident insurance is also provided.**Implementing agency:** DOLE's Bureau of Local Employment, PESOs**Coverage:** 250,000 beneficiary students are targeted in 2015.**Funding:** Salaries or wages paid by employers (60%) and government through education vouchers (40%). | Coverage:• SPES focuses on youth in school, neglecting out-of-school youth (OSY) and drop-outs. • Currently, IPs and PWDs are not targeted. Benefits:• SPES trainee is not covered by social insurance.  | • Focus on increasing coverage for certain groups, i.e. school drop-outs and indigent OSYs. • Consider extending the program to IP and PWD youths; further discussion between DOLE and IP and PWD CSOs.• Entitlement of social and health insurance for the trainees, for their protection.• Consider the inclusion of Labor Education for Graduating Students (LEGS) in the programme. | Administrative issues:• Issues on the use of the Educational Voucher (EV) and delays of payment of beneficiaries remain problems in the regions’ implementation of the programme.• Mismatch between SPES and available jobs in the local market.Monitoring:• Some employers use the SPES to hire workers at the minimum cost to them.• Implementation is politicized in some barangays, with non-eligible students being selected to participate.Information & Awareness:• Lack of advocacy and information dissemination to promote SPES to the private sector. | • *Proposed amendments in the SPES law was approved by the House Committee on Labor and Employment last 04 March 2015. The amendments intended to harmonize the processes and guidelines to fix the operational and procedural flaws in the programme implementation.*• Ensure that employment under SPES will be matched with the available jobs.• Strengthen the monitoring of employers implementing SPES.• Stricter monitoring of the selection process used by the LGUs by developing centralized guidelines for the hiring process of SPES.• Provide advocacy materials and tap mass and social media to invite more pledges from the private sectors. |

**Assessment Matrix – WORKING AGE (SPF 3)**

| **SPOFS provisions** | **Scheme** | **Overview of the scheme** | **Policy gaps** | **Recommendations** | **Implementation issues** | **Recommendations** |
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| **Social insurance**National objectives and strategy: universal coverage, including of the informal sector, through income security and risk-pooling measures, including micro-insurance and saving schemes | Social Security System (SSS) | **Legal framework:** Created by RA 1161, 1954 and amended by Social Security Act (RA 8282), 1997; Philippine Labour Code, 1974.**Target population:** Compulsory coverage - Private sector workers; self-employed workers with a net monthly income of at least P1,000 (including contractual workers with government). Voluntary coverage - land and sea based OFWs; ex-SSS member separated from employment who continues paying contributions; non-working spouse of an SSS member; employees of foreign governments and international organizations can get coverage through an administrative agreement between the employer and SSS.**Benefits:** Maternity - 100% of average daily salary credit for 60 days for normal deliveries, or 78 days for Caesarean cases; up to 4 pregnancies, including miscarriages; provided members have paid at least 3 out of 12 monthly contributions before the 6-month period in which the contingency occurred. Disability - Options (i) lump sum payment, amount depending on degree of disability (temporary disability <12 months), (ii) periodical payment, amount depending on degree of disability (temporary disability >12 months), (iii) lump sum of pension \* no. of monthly contributions \* degree of disability, or pension \* 12 \* degree of disability, whichever is greater (partial permanent disability), (iv) lump sum of pension \* no. of monthly contributions, or pension \* 12, whichever is greater (total permanent disability); amount varies between P1,000 per month (contributed for <10 years) and P2,400 (contributed for >20 years) depending on years of membership and contributions; provided members have at least 20% disability and have paid at least 36 monthly contributions. Death - P20,000 as funeral expenses + survivor grant options (i) deceased's monthly pension \* no. of contributions, (ii) pension \* 12, given to spouse and max 5 dependent children <21 years old (no age limit for disabled children); provided members have paid at least 36 monthly contributions. Dependent's supplement - Options (i) 10% of pension, (ii) P250, paid to 5 children <21 years old (no age limit for disabled children) of retired or disabled SSS members. Sickness - 90% of average daily salary credit with a 3-day waiting period, for max 120 days in a year and max 240 days for the same illness; provided the person is hospitalized or homebound for at least 4 days, and has paid at least 3 out of 12 monthly contributions before the 6-month period in which the contingency occurred. Salary & housing loans - provided under Pag-IBIG fund. National Provident Fund - Flexi Fund for OFWs, while a Provident Fund for local Filipinos has just come into operation. EC - Cash benefit, medical care and rehabilitation for permanent disability, in case of work-related injury, sickness, disability or death. Workplaces also have to maintain adequate occupational health and safety, and accident prevention measures. Options - (i) P200 up to 240 days depending on extent of disability (in case of temporary total disability), (ii) monthly income benefit which varies from case to case (in case of permanent disability), (iii) funeral expenses of P20,000 + survivors' pension (in case of death), (iv) Rehabilitation including facilitation of skill and entrepreneurship training, provision of daily allowances, business starter kits for those unable to go back to the previous job, (v) carer's allowance of P575 per month. The member receives allowance from both SSS and ECC.**Implementing agency:** The Social Security System, as governed by the Social Security Commission. In rural areas, there is coordination with LGUs, Servicing Partner Agents like cooperatives, and microfinance institutions who register their members, collect contributions, report and other services, in return for a processing fee.**Coverage:** As of March 2015, registered member accounts (employees, self-employed and voluntary members) amount to 32,536,567 (33,458,392 including employers). This number includes duplications, because a single member can have multiple accounts, wherein new accounts are opened while old ones have still not been closed. In 2014, 1,919,759 of the registered members were pensioners. **Funding:** Employer (7.37%) and worker (3.63%) contributions calculated on a salary basis of P1,000 - P16,000, difference between contributions and benefits funded by government. Additional employer contributions (1%) for ECC, only for private sector workers. Self-employed entirely funded by member contributions (11%) or employer contributions (11%) for domestic workers earning <P5,000. If they fail to contribute, it is assumed they cannot pay due to seasonal incomes. Innovative funding mechanisms - (i) AlkanSSSya is a mechanism started in 2011 wherein informal economy members contribute P10-20 per day into a savings box, whenever they can, until they reach the minimum monthly contribution. (ii) Farmers and agricultural workers may be funded through a subsidy programme, wherein agriculture-related government or private agencies shoulder 50% of the SSS contribution. In 2012, P94.2 billion of contributions were collected and P84.2 billion of benefits were paid. | Design & Benefits:• No unemployment insurance benefits are provided under SSS.• Some SSS benefit amounts are insufficient because of, among other reasons, low contribution rates and a low monthly salary credit ceiling.Coverage: • Relatively low coverage of the informal sector, as some informal sector members cannot pay the premiums on a regular basis, due to their seasonal incomes.• Limited number of land-based OFWs covered under SSS, because of the voluntary membership policy.• The self-employed are not covered under ECP. It is difficult to verify whether or not an injury was caused due to work, and also to ascertain when the period of work starts and ends.• Non-inclusion of Voc-Tech Trainees (OJT) in establishments under the SSS.• Non-working PWDs, and other vulnerable groups, might not be able to afford to pay social insurance. | • Introduce an (un)employment insurance scheme with job search assistance, and skills and entrepreneurial trainings, and draw resources to resources to support this. The scheme could be contributory or tax-based, i.e. tax based subsidy for informal workers. The scheme should include an income replacement/job search allowance linked to job placement services (registered with PESO) and skills/livelihood training (TESDA).• Develop higher benefit programmes while revisiting the contribution rates and monthly salary credit ceiling used to calculate contributions. • Develop a new scheme where those who can afford to pay higher premiums to get higher pension benefits, can opt to do so. GSIS premium scheme can be considered on this matter.• Partly subsidize the insurance premiums of informal sector workers by the national government.• Cover land-based OFWs as compulsory members of SSS and develop a scheme for the benefit of OFWs and their dependents. Study the feasible benefits that can be provided in particular to dependents of the OFWs living in the Philippines.• Pursue social security bilateral agreements with other countries to cover OFWs in receiving countries.• Extend EC to self-employed workers. *(pending bill)*• Register trainees as voluntary workers under SSS.• Develop a government subsidized social security program for indigent PWDs, IPs, elderly and similarly situated people to be administered by SSS. | Administrative issues:• Lack of comprehensive database. Currently members might have multiple accounts, as new ones were opened, while old ones were not closed.• Need for improved process cycle time for SSS benefit application/claims.• Difficulty of member registration due to tedious and costly compliance to requirements. Some applicants may even encounter difficulties in securing birth certificates because they are not registered at PSA (e.g. IPs). • People in the informal sector are widely dispersed and there are administrative difficulties in identifying them, collecting contributions and monitoring payments. They may not have access to payment mechanisms and may find it difficult to comply with registration and documentation requirements. • OFWs who want to be voluntary SSS members find it difficult to pay contributions due to inadequate infrastructure.Information & Awareness:Coordination & Convergence: | • Improve the SSS database system with strict issuance of SSS number, while reconciling the contributions of one member for different employers.• Establish a mechanism such as online scheduling of application of SSS benefits/claims• Streamline and facilitate the process of SSS registration, wherein LGUs and NSOs could facilitate the process in securing documentary requirements. • Expand innovative membership and premium collection schemes like the AlkanSSSya.• Promote membership as a default option, with preference to opt-out, to ease the SSS application process.• Intensify awareness campaign on social security among the informal sector and OFWs. Promote SSS benefits as investment, rather than expense. • Explore further linkages with CSOs, cooperatives and people’s organizations for enrolling members, designing benefit packages and determining contribution amounts; and with micro-finance institutions and rural banks for collecting contributions. |
| Government Service Insurance System (GSIS) | **Legal framework:** Government Service Insurance Act (RA 8291), 1997; amended the revised charter of the GSIS (Presidential Decree 1146); Portability Law (RA 7699).**Target population:** Compulsory coverage of public sector employees and their families; except members of the judiciary and constitutional commissions, contractual workers, Armed Forces, Philippine National Police, Bureau of Jail Management and Penology, and Bureau of Fire Protection, who have separate retirement schemes under special laws. However, these groups are all covered by ECC, while members of the judiciary and constitutional commissions are covered by life insurance as well.**Benefits:** Life insurance - compulsory coverage of amount stated in the contract. Death - P20,000 as funeral expenses + survivorship options - (i) 50% of BMP to surviving spouse / 10% of BMP to upto 5 surviving children (for =>15 years of contribution), (ii) 100% of AMC for every year of contribution (for <15 years of contribution). Disability - Options (i) varies between P165 per day and 75% of daily wage for 120-240 days (temporary disability), (ii) BMP \* no of months of disability (permanent disability), (iii) BMP + cash for people with >15 years of service. Unemployment insurance - 50% of AMC for 2-6 months for involuntary separation typically resulting from abolition of position. Separation benefits - 18 times basic monthly pension. Emergency loans - P20,000 available to members in calamity-affected areas, payable in 3 years at 6% interest. Housing loans - provided under Pag-IBIG fund. EC - Cash benefit, medical care and rehabilitation for permanent disability, in case of work-related injury, sickness, disability or death. Workplaces also have to maintain adequate occupational health and safety, and accident prevention measures. Options - (i) P200 up to 240 days depending on extent of disability (in case of temporary total disability), (ii) monthly income benefit which varies from case to case (in case of permanent disability), (iii) funeral expenses of P20,000 + survivors' pension (in case of death), (iv) Rehabilitation including facilitation of skill and entrepreneurship training, provision of daily allowances, business starter kits for those unable to go back to the previous job, (v) carer's allowance of P575 per month. The member receives the higher of the GSIS and ECC allowance.**Implementing agency:** Implementing agency is GSIS which is governed by a Board of Trustees, whose members are appointed by the President.**Coverage:** 1,438,379 contributing members; 400,841 pensioners and receiving survivors (May 2014)**Funding:** Employer (12%, of which 2% for life insurance) and worker (9%, of which 2% for life insurance) contributions, with no salary ceiling. Additional employer contributions (1%) for ECC, where deficiencies are covered by the national government. In 2012, P76.2 billion of contributions was collected and P65.5 billion of benefits were paid. | Coverage:• No GSIS coverage for workers under MOA, COS, JO, and barangay officials. *Note: There are mechanisms for contractual employees to receive GSIS (and PhilHealth) coverage.* Design & Benefits:• Inadequate amount of EC benefits.• Fragmented implementation of the EC programme under SSS, GSIS and ECC leading to disparities in the benefits for public and private sector workers.Funding: | • Conduct a study to explore the automatic coverage of workers (under MOA, COS, JO and barangay officials) by GSIS or SSS.• Rationalize the amount of EC benefits.• Study the feasibility of a single agency in charge of managing and implementing the EC programme, to align the benefits and remove fragmentation. Benchmark the ECP program with other countries.• To facilitate social insurance payments, integrate social insurance in the worker’s salary and facilitate deductions and eventual remittance to GSIS. |  |  |
| Armed Forces Retirement and Separation Benefits System (AFP-RSBS) | **Legal framework:** Created by Presidential Decree 361 and amended by Presidential Decree 1656, deactivated by Executive Order No. 590 (2006)**.Target population:** Members of the Armed Forces (AFP) who are at least 56 years old or have completed 20 years of service.**Benefits:** Survivorship - 75% of pension. Disability - Monthly allowance up to P200 depending on the degree of disability or sickness resulting from duty.**Implementing agency:** GSIS**Coverage:** 4,594 retirees in 2010, 6,000 retirees in 2015 (estimate).**Funding:** Entirely funded by member contributions (5%)(*Data for validation with AFP-RSBS*) | Benefits: | • By 2016, AFP-RSBS will be dissolved to make way for a new social insurance scheme for uniformed members of the AFP. Ensure that appropriate social security schemes are provided for AFP and other uniformed personnel (PNP, BFP and BJMP).*(Note: Currently no social insurance scheme for PNP & UP existent)*  |  |  |
| Programmes for OFWs | **Legal framework:** Migrant Workers and Overseas Filipinos Act (RA 8042), 1995 amended by RA 10022.**Target population:** OFWs are compulsorily enrolled at Philippine Overseas Employment Administration (POEA) when their contract is processed. Voluntary coverage is extended to nationals who left as non-contract workers and later acquired foreign employment.**Benefits:** OFWs are entitled to coverage under SSS, Pag-IBIG and OWWA. Only OWWA programmes are described here. Health insurance - voluntary coverage under PhilHealth. Life insurance - P100,000 for natural death and P200,000 for accidental death. Education and training - (i) The Education for Development Scholarship grant is offered to qualified beneficiaries or dependants in the form of tuition fee of P60,000 per year, for a 4-5 year baccalaureate course, paid directly to the school. The beneficiary must have an average grade of at least 80% and belong to top 20% of the graduating class. (ii) The Skills for Employment Scholarship provides financial assistance of P7,250 (for a 6 month course) or P14,500 (for a 1 year course) to qualified beneficiaries or their dependants, to participate in TESDA vocational courses in agriculture, manufacturing, tourism, engineering, construction, transportation, healthcare and others. Participants have to submit for assessment and certification after completing the course. (iii) The Seafarers’ Upgrading Program provides financial assistance for maritime training courses, ranging from P1,200 to P7,500 to cover training costs, meals and transportation allowances. (iv) Tulay or Bridge Education Program provides IT and basic computer training to OFWs and their families, to develop skills and encourage long distance communication. (v) Tuloy-Aral Project provides poor and needy children of OFWs with US$100 per year to cover school-related expenses like books, study material, transportation, and allowances. (vi) Other scholarships to qualified marine officers and engineering students, qualified dependants, and survivors of deceased OFWs. Family welfare - (i) Repatriation Program – immediate repatriation of distressed and sick OFWs, human remains; assistance in locating missing OFWs; providing information and counselling; medical and legal assistance. (ii) Reintegration Program - loan of P300,000 to P2,000,000 at 7.5% interest for establishing sustainable enterprises and community-based income generation activities. (iii) OWWA also provides information on programmes to assist returning OFWs, loans, starter kits, wage employment referrals, skill training, psycho-social assistance to distressed OFWs (e.g. organizing OFW social circles, counselling, stress debriefing). (iv) Workers Welfare Assistance Program - case-based support to OFWs and families. Disability - P2,000 to P50,000 (for temporary disability), (ii) P100,000 (for total permanent disability). Death - Funeral benefit of P20,000.National Reintegration Center for OFWs (NRCO) provides information or programmes to assist returning OFWs with starter kits with maximum amount of P10,000.00 for enterprise development, wage employment referral, skill training grant, psycho social assistance to distressed OFWs (organizing OFW social circles, counselling, stress debriefing)**Implementing agency:** Overseas Workers Welfare Administration (OWWA). (i) Skills for Employment Scholarship is coordinated by OWWA and TESDA. (ii) Tuloy-Aral Project is coordinated by OWWA (iv) Reintegration Program loans are jointly provided by OWWA and National Livelihood Support Fund.**Coverage:** 1,676,557 OFW members in 2013, with 1,477,273 benefitting from OWWAs programs. According to the PSA, there were 2,295,000 OFWs in 2013.**Funding:** Employer contribution (USD25 for 2 years) for land-based contracts, employer (USD15) and worker (USD10) contributions for sea-based contracts. | Benefits:• OFWs, who previously paid OWWA membership fees, do not receive any benefit or compensation after their work contract ends and upon return.• The existing OWWA contribution scheme of USD25 is no longer sufficient to cover the cost of benefits to OFWs and their qualified dependents.Coverage:• No sustained membership of OFWs under OWWA after expiry and renewal of their contract on site.*(OFWs on-site are given trainings on value formation, financial literacy, entrepreneurial development, training, techno-skills and development trainings to prepare them in their reintegration to the country and enabling them to have continuous source of income upon their return to the country.)* | • Review the OWWA membership scheme to include possible compensation for OWWA members who paid membership fees during their employment contract. • Initiate an actuarial study on the possibility of increasing present OWWA membership fee with the addition of services to OFWs and their qualified dependents, including preferred rates on loans for OFWs.• Review existing policy and explore the possibility of formulating new guidelines for the inclusion of Filipino residents or holders of dual citizenship to become OWWA members. | Information & Awareness:• Poorly targeted advocacy activities on benefits and developmental opportunities that OFWs may receive upon return. Administrative issues:• Proliferation of illegal recruitment, human trafficking and other difficulties encountered by OFWs, such as placement fees, despite aggressive campaigns.• Database of POEA and OWWA are not yet fully integrated, with an inability to track OFWs until return to the Philippines.• There are overseas posts that have no presence of OWWA/POLO to accept payments of OWWA membership to nationals who left as non-contract workers and later acquired foreign employment.• Delays in the processing of assistance and the transfer of benefits. The processing of disability assistance is centralized and the benefit transfer of insurance and death benefits are sometimes delayed. | • Expand information dissemination campaign on the application process, benefits, etc. to increase membership. OWWA to consider reviewing the possibility of allocating a certain percentage of membership fees for information dissemination.• Include the significance of enrolling for OWWA membership in the PDOS while highlighting the benefits of being an OWWA member. Especially target undocumented workers for membership. • Develop specific modules in PDOS and PEOS on the issues that OFWs and their families left behind may experience, i.e. experiences on-site, return, and reintegration, and the social cost of migration. This could be done in partnership with DepED/ CHED and DSWD.• RDC to institutionalize the creation of a Committee on Migration and Development that will address OFW concerns at the regional level.• POEA to study the possibility of conducting inspection activities of local manning agencies.• DOLE and DFA to develop a gender-sensitive capacity building plan for members of the Philippines mission on how to handle cases of OFWs who are victims of illegal recruitment and human trafficking activities. Ensure effective tracking and penalization of manning agencies with violations through BLAs.• Integrate the data generated at POEA and OWWA and develop a unified, updated and sex-disaggregated database. Track the OFWs until return to the Philippines and reintegration.• Enhance the system of encoding to ensure updated posting of payment records of OFWs. Allow the OFW to authorize family members or next-of-kin in the Philippines to pay OWWA membership fees with basic corresponding documents.• Budget should be released at the beginning of the current year to avoid incidences wherein the payment of previously issued Notices of Award will be paid out during the current year. Furthermore, decentralize the disability assistance at the regional level and provide a standby fund of P1 million to speed-up processing and releasing of benefits under the Education for Development Scholarship Program and OFW Dependents Scholarship Program. |
| Reintegration Services for Returning Migrant Workers | 1. *Balik-Pinas Balik Hanap Buhay*

**Benefits:** Non-cash Capacity building and grant enterprise start-up or development for OFWs returning for good **Implementing Agency:** OWWA members1. *2 Billion Reintegration Program*

**Benefits:** Cash loans for OFWs and their families enabling them to establish viable business enterprise and enterprise start-up from P300,000.00 to P2,000,000.00 at 7% interest and payable in a maximum of 7 years**Implementing Agency:** OWWA1. *Balik Pinay-Balik Hanap Buhay*

**Benefits:** Training cum-Production/employment intervention for distressed women OFWs**Implementing agency:** NRCO1. *Enterprise Development Assistance Program (EDAP)*

**Benefits:** Cash and Non Cash Capacity building grant for enterprise start-up or development for undocumented male and female through entrepreneurship and small business management training and related support for enterprise start-up. P10,000.00 cash grant for proposed enterprise.**Implementing Agency:** NRCO | Design & Benefits:• The existing policy accommodates macro-finance livelihood projects. While the majority of the OFWs who intend to avail of the 2 Billion Program came up with business project proposal less than P300,000. • Existing policy covers only livelihood assistance, but doesn’t provide actual wage employment. • Lack of sustainability of livelihood assistance provided to returning OFWs/ OFW returnees and OFW families.Coverage:• Distressed male workers are not included in Balik Pinas, Balik Hanapbuhay (OWWA).  | • Institute the same program that has a low-ceiling loan window. In addition, forge partnerships with other (financial) institutions, such as cooperatives and NGOs. • Explore the possibility of enhancing the Balik-Pinas program to provide wage employment either local or overseas. PESOs can help to facilitate returning OFWs and their qualified dependents to find local employment opportunities.• Landbank and OWWA should review the guidelines of the loan program to ensure its sustainability, and improve the monitoring and tracking scheme in particular on the sustainability of operations of beneficiary enterprises.• Amendment of the guidelines to include distressed male workers. | Design & Benefits:Administrative issues:• The 2 Billion Reintegration Program is tedious and costly in complying documentary requirements set by the bank,the process of approving and releasing of loan applications is slow, and the fees are not refundable, regardless of whether the loan is approved.• Delays in the release of budget for Balik Pinas Balik Hanap buhay ProjectInformation & Awareness:• Lack of information regarding existing reintegration programmes and capacity building programs.Coordination & Convergence: • Livelihood programs for the OFWs implemented by OWWA and NRCO are not integrated. | • Diversify livelihood pilot projects by promoting community-based and resource-driven agriculture related livelihood activities. Tap other government agencies (such as DA, DTI, DOST) for support and available technologies• Coordinate with existing bank partners for the rationalization and facilitation of the administrative process. • Sufficient budget allocation to avoid disruption of releases to availees/ beneficiaries• Further strengthen information dissemination campaigns to encourage OFW families towards entrepreneurial activities. Regions should have a directory of assistance packages that can be availed of by OFWs and their families.• Harmonize the livelihood programs (OWWA and NRCO) for returning migrant workers. |
| Agricultural Insurance Program | **Legal framework:** PD 1467, 1978 amended by PD 1733, 1980 and RA 8175, 1995**Target population:** farmers and fisher-folk**Benefits:** Insurance protection against damage or loss of crop, livestock, fisheries and non-crop agricultural assets such as equipment, arising from natural calamities, plant diseases and pest infestations**Implementing agency:** Philippine Crop Insurance Corporation (PCIC)**Coverage:** In 2014 the PCIC provided insurance protection to 924,343 farmers and fisherfolk, 24.31% more than the 743,589 covered in 2013, and paid out a total of P734.98 million in insurance claims to 99,335 farmers and fisherfolk.**Funding:** Subsidy of P1.2 billion provided in FY2014 under GAP. | Design & Benefits:• Low amount of benefits for recovery of losses.• Crop insurance scheme is a term coverage within a certain period. | • Review the schedule of premium and recovery of losses. Additionally, study the enhancement of the crop insurance to consider endowment benefits.• Integrate crop insurance as a built-in safety net for all production and credit programs of the government. Furthermore, push forward a policy focused on risk financing options.  | Coverage:• Medium-sized to big crop farms are the favoured clientele, neglecting smallholder farms and other groups including coconut-cacao farmers and fisher-folk.• The general farmers’ database, RSBA, is not capturing some farmers.Coordination & Convergence: • Lack of convergence among agencies catering to farmers (including DA, DAR, and BFAR). Each agency has own policies and programmes. | • Strengthen reach out to such smallholder farms, oftentimes located in rural areas. Focus on including fisher-folk, coconut-cacao farmers and female farmers, too. • The DBM should continue to engage the implementing agencies in the updating of the RSBSA to include farmers/ fisherfolk not covered yet.• Integration and convergence of all insurance programmes and funding allocation to PCIC budget |
| Social Amelioration Program (SAP) | **Legal framework:** Republic Act No. 6982, Social Amelioration Act of 1991, DO 114-11 and other related issuances**Target population:** Mill and field workers involved in sugar production, small farm cultivators, and migratory sugar workers**Benefits:** (i) Cash bonus - for income augmentation and welfare promotion, amount depending on worker's earnings. Frequency of payment varies, usually done at the end of milling period, opening of classes, or in December. (ii) Death benefit - P7,000. (iii) Maternity Benefit - P2,000 per delivery to female sugar workers, up to 4 deliveries, abortions, or miscarriages. (iv) Socio-economic grant - educational scholarship, trainings, capacity building, grant for enterprise development, health programs/services, and calamity relief assistance.**Implementing agency:** DOLE, Sugar Tripartite Council**Coverage:** About 800,000 sugar workers annually (cash bonus). In 2011, more than 26,000 adults received support for livelihood project through the socio-economic grant.**Funding:** Contributions from the sugar industry collected as lien at the end of every crop year. | Design & Benefits:• The cash bonuses provided to plantation workers are relatively low. • Benefits only provided in case of death and maternity, however, no social insurance benefits for other contingencies provided. | • Study on the appropriate amount of maternity and death benefits, and cash bonuses for plantation workers.• Require SSS membership of sugar workers through subsidy from SAP fund to ensure that workers are insured against contingencies. • Study for the replication of SAP in other industries (e.g. construction, mining, banana)• Develop and issue specific guidelines on the Educational and Skills Training Program for sugar workers under RA 6982, including allocation of funds.• Develop and implement adjustment measures for workers that will be affected by tariff reduction by 2015. | Administrative issues:• Delays in the payment of maternity and death benefits to workers. Monitoring & Evaluation:• Weak monitoring system on the effectiveness of services and the impact of education and training program to the beneficiaries and their families.• Migratory sugar workers do not receive benefits after leaving the area once crop season ends.• Weak monitoring of employers’ (sugar producers) in compliance with RA 6982 and other labour standards (e.g. wage rates, social security coverage) covering workers in the sugar industry.Coordination & Convergence:• Weak coordination among NGAs in the delivery of services. | • Improve the processing period of claims (reduction from 15 days to 5 days) by configuring the system of claims processing and payment. Explore other non-traditional ways to ensure timely receipt of benefits by workers (e.g. remittance centres).• Increase compliance rate on cash bonus distribution by providing logistical support to field implementers and increasing advocacy with sugar producers.• Assign full-time employees for the implementation of SAP.• Prioritize profiling of sugar workers and the establishment of a database to provide necessary information on the programme and needs of sugar workers. Such a database would also help to track migratory workers. • Include sugar producers implementing SAP under the Labor Law Compliance System and strengthen the monitoring of welfare program implementation. Provide rewards to high performing regions.• Coordinate with the Provincial Office of TESDA for training. |
| **Social welfare**National objectives and strategy: expanded and efficient coverage of the poor and marginalized, through cash and in-kind transfers, in the form of coordinated interventions to support basic requirements, reduce poverty, lessen exposure to risks and promote socio-economic development | Kapit-Bisig Laban sa Kahirapan - Comprehensive and Integrated Delivery of Social Services - National Community Driven Development Program (KALAHI-CIDSS-NCDDP) | **Legal framework:** No supporting legislation. Policy on community driven development is expressed in Philippine Development Plan 2011-16 and National Anti-Poverty Program 2010-16. Scaling up of CDD into a national program is backed by the HDPR cluster.**Target population:** Communities/barangays in targeted poorest municipalities, with special focus on Yolanda-affected areas.**Benefits:** Three objectives - (i) Develop essential public services - community grants are used for building low-cost, productive infrastructure like roads, water systems, clinics and schools. (ii) Encourage community empowerment and inclusion - villagers are tutored in project planning, technical design, budgeting, procurement, management and implementation. This helps build local capacity, strengthen participation in local governance and encourage community-driven development. (iii) Reduce poverty.**Implementing agency:** DSWD, with support from other departments, LGUs, communities, CSOs.**Coverage:** From 2003 to 2010, 6.7 million individuals benefitted from the programme, while in 2013 alone 2.3 million households were covered by NCDDP. From 2014 until 2019, 19,647 barangays, in 847 municipalities, in 58 provinces, will be covered.**Funding:** For the period of 2013-19, an estimated budget of P82 billion, jointly funded by the national government, World Bank, Asian Development Bank and contributions from communities and LGUs, is available. Actual expenditure amounted to P11.7 billion in 2013 and the approved budget for 2015 totals P17 billion. The funds are directly transferred to a community bank account. |  |  | Sustainability:• Uncertainty about the sustainability of the CDD approach, once it is turned over to the LGUs.Administrative issues:• Selection of beneficiaries and regions might not be transparent and influenced by politics. • Difficulties in hiring of programme staff and lack of management capacity of RPMOs due to expansion of scope and rapid implementation.• Implementation and monitoring differ from region to region, with no uniform mechanism being employed. • The process of accreditation of ACPs / CSOs by DSWD Central Office may hamper the timely implementation of livelihood programmes.• Commission on Audit (COA) Auditors interpret rules and regulations differently.Coordination & Convergence: • Overlapping of programs and initiatives of various government, private and humanitarian agencies. | • Ensure the adoption by the LGUs of the CDD approach through SB/SP Resolutions, and inclusion in Annual Investment Plan.• Use a targeting mechanism, such as the NHTS-PR for the selection. Remote areas that are yet to be identified for coverage should also be selected and validated using the NHTS to assess their vulnerability for possible inclusion.• Pooling of staff through the creation of sub-regional programme management offices, staff augmentation to regional admin and finance units, intensive training, and hiring of additional staff to sign financial documents. Coordinate with academe to conduct of job fairs. • Develop a standard mechanism to implement CDD activities, with more flexible requirements for implementation in times of disasters or emergencies; and standardize monitoring.• Decentralize the accreditation process to the regional level, and lower the accreditation fee, or extend the validity of accreditation from 1 to 3 years.• COA to adopt uniform interpretation of rules and regulations across regions.• Have only one agency (i.e. NAPC) in charge to identify, organize, conduct social preparation activities, and endorse the potential beneficiaries to funding and implementing agencies.• Coordinate with relevant agencies involved in DRRM by integrating scientific data with local knowledge to increase community resilience against disasters and climate change. |
| **Labour market interventions**National objectives and strategy: enhancement of employment opportunities, protection of worker rights and welfare, through the provision of timely and accurate labour market information, free placement and job-assistance services, career guidance and counselling, and skill training | TESDA programmes | **Legal framework:** Technical Education and Skills Development Act (RA 7796), 1994; (i) Labor Code of the Philippines, Article 58; EO 111, 1986; (iii) Section 8 of R.A. 8545**Target population:** Unemployed and underemployed; (i) worker who is above 14 years of age; (ii) Students who are 18 years old at the time the scholar finishes the training program, with an educational attainment as based on industry requirements, with priority given to those who are from regions or provinces where the absolute number of poor residents and the incidence of poverty are high. Other target groups include PWDs, IPs, solo parents and their children, senior citizens, OFW returnees, members of the families of AFP and PNP personnel killed in military and police operations and other marginalized groups. (iii) High School Graduates at least 15 years of age, who have taken the National Career Assessment Examination (NCAE) or have undergone the Youth Profiling for Starring Careers (YP4SC), have an annual family income of not more than PHP120,000, and are not a recipient of any previous TESDA scholarships (2006 to 2013).**Benefits:** Vocational training, re-training and language courses, including through industry partnerships; facilitating apprenticeships, learnerships, dual technology-based education and training in schools and companies; development of competency standards, training regulations and assessment arrangements corresponding to Philippine TVET Qualification and Certification; and certification of workers. The various trainings, re-trainings and TVET courses are delivered through different modules.**(i) Apprenticeship and Learnership Program** – offers practical training on the job to a worker for 3-6 months, paid at at least 75% of the regional minimum wage. Training packages are developed in accordance with TESDA-approved formats. Hiring an apprentice at the end of the contract is optional, while hiring a learner at the end of the contract is obligatory. **(ii)Training for Work Scholarship Program (TWSP)** – aims to ensure the availability of qualified workforce to fill the skills gap particularly in high demand industries; improve the reach of quality TVET to the grassroots; and contribute to the upgrading of the quality of TVET programs by encouraging technical vocational institutions to offer programs for higher qualifications catering to in-demand industry requirements. **(iii)** **Private Education Student Financial Assistance (PESFA)** – extends financial assistance to marginalized but deserving students in technical-vocational education and training (TVET) courses, and assists private institutions in their development efforts by assuring a steady supply of enrolees to their course offerings. **Implementing agency:** Overseeing agency is the Technical Education and Skills Development Authority, which is an attached agency of DOLE. The trainings are delivered through a network of public and private institutions through institution-based, enterprise-based, and community-based technology training programmes. Institution-based programmes refer to the direct delivery of programmes by public and private providers, including the 123 TESDA Technology Institutes (TTIs). Enterprise-based programmes are implemented within companies or firms. Community-based training programmes are conducted in the communities, mostly in partnership with local government units (LGUs) and non-government organizations, where the programmes and courses conducted are based on the local skills requirements and available resources.**Coverage:** In 2013, a total of 1,943,589 TESDA students were enrolled in programmes and 1,765,757 students graduated. The employment rate of TESDA graduates was 65.3% in the same year.**Funding:** Government budget under the General Appropriations Act, amounting to PHP5.12 million in 2014, and industry partners in agreement with TESDA. | Benefits & Design:• People with a low income may not be keen to attend trainings, as it represents a loss of potential income. Additionally, cost are incurred for transportation to attend TESDA courses.• The training duration of the Apprenticeship Program is currently limited to 6 months.• Training courses offered do not target the needs of workers in the communities, but rather focus on urban areas.• PESFA is only limited to freshmen, excluding others.• Not all groups are catered to equally, i.e. lack of special programmes addressing the needs of IPs and Muslim minorities in Mindanao, and lack of special schools for PWDs.  | • Provide a daily sustenance allowance to qualifying individuals who are enrolled under TESDA training courses and Training for Work Scholarships. • Amendment in the existing law that governs the Apprenticeship Program.• Adapt training courses for workers in the communities. Develop guidelines on the approval of TESDA training programmes based on local needs and skills needs mapping. • Extend assistance through PESFA to non-freshmen who wish to finish their college or non-college degree.• Institutionalize contextualized trainings specifically for the needs and interests of minorities, i.e. IPs and Muslims. • Adapt the education system to students with disabilities, through special schools, suitable courses and trained teachers, and incorporate PWD provisions in the training regulations. | Benefit delivery:• Mismatch between available jobs and courses leading to a skill mismatch, especially among the youth.• Some training institutes are unable to afford appropriate technologies for training. Administrative issues:• Lack of trained trainers who can provide training programme.• Database system of TESDA is not transparent enough.Targeting:• Targeting system of TSWP for is not transparent and uniform. Accessibility of services:• TESDA institutes are oftentimes far away from students’ homes, especially in more rural areas. Information & Awareness: | • Improve coordination among TESDA, CHED and industry groups in responding to employer needs and encourage more enterprise-based trainings to address the skills mismatch and to share common training facilities and equipment. • Improve training delivery and emphasize enterprise-based trainings (e.g. apprenticeship) and dual training system (DTS) to improve employment turnout.• Strengthen TVET institutions in terms of management and innovation. Encourage LGUs and industries to deliver TVET programmes, by providing adequate budget.• Improve trainers’ training and monitor the curriculum and courses more closely for higher quality of TESDA courses. • Improve Database system to make it more transparent and informative, i.e. by adapting the DOLE system.• Employ the NHTS-PR to target TWSP beneficiaries.• Introduce mobile training centres and allow TESDA trainees to select training centres closer to their homes. Potentially provide a transportation allowance.• Conduct comprehensive campaigns to communities and high schools about the available programmes and scholarships offered by TESDA. Provide a step by step guide and simplified procedures on how to avail the programmes.• Additionally, conduct promotions and advocacy programmes to increase the awareness and appreciation of employers and companies. |
| Government Internship Program (GIP) | **Legal framework:** Revised Guidelines in the Implementation of the DOLE Government Internship Program (AO 436, Series of 2013)**Target population:** Fresh graduates who are 18-25 years old, and hold a relevant degree; including youth identified by the NHTS-PR, LGUs, or coming from priority areas identified by the HDPR Cluster and NEDA-SDC.**Benefits:** 3 month non-extendable internship opportunities in government agencies, paid at 75% of the regional minimum wage. Work includes public service functions and operations, such as profiling of child labourers in barangays; encoding of Skills Registry System registrants; providing assistance to LGUs and public school staff; etc.**Implementing agency:** DOLE’s Bureau of Local Employment**Coverage:** Since its beginning in 2011, 25,534 young people benefitted **Funding:** National Budget under General Appropriations Act |  |  |  |  |
| Labor Market Information Services | 1. **Public Employment Service (PESO)**

**Legal framework:** PESO Act (RA 8759), 1999**Target population:** Job seekers, employers, students; with special assistance for out-of-school youth, migrant and returning workers, PWDs, displaced workers.**Benefits:** PESO is a non-fee multi-employment service facility that (i) provides employment facilitation and job search assistance, for local and overseas jobs, (ii) serves as referral and information centre for government-run programmes and services, including those on employment and entrepreneurship, (iii) provides labour market information, (iv) networks with other PESOs for job exchange purposes. It conducts job fairs, livelihood and self-employment bazaars. SPES is under PESO**Implementing agency:** PESOs are linked to regional DOLE offices for coordination and supervision, and the DOLE central office as part of the national employment service network. They are maintained by LGUs, NGOs, community-based organizations, or state universities and colleges. PESOs located within an LGU are accredited co-partners (ACPs) of DOLE. **Coverage:** There are over 1,300 PESOs in the country, in LGUs (Province, Cities, Municipalities, Barangays), Community-based Organizations, Educational Institutions, and Congressional Districts.**Funding:** Mostly funded by LGUs. Capability building activities by DOLE. | Legal framework:• PESOs are not institutionalized in all LGUs. Existing PESOs are not optimized. | • Institutionalise PESOs in LGUs and focus on strengthening their communication, monitoring and reporting systems. At the same time institutionalize the funding of PESOs which are underfunded under the GA. • Increase of IRA funding by 50% provided that they fund all the social protection floor programs at the local level. | Coordination & Convergence: | • Develop a community-based inter-labour relations programme through the support of NGOs, POs, LGUs and workers organizations.• Increase the attractiveness of PESOs to employers by providing more services, such as preparing job seekers for interviews, conducting pre-employment tests, etc. Increase collaboration with TESDA and the private sector. |
| 1. **Philippine Job Exchange Network (PHIL-JobNet)**

**Legal framework:** PESO Act (RA No. 8759), 1999, Section VII **Target population:** Jobseekers, employers/establishments**Benefits:** Official online portal which provides real-time information on available job vacancies and the labour market, and matches vacancies with applicants. Accessible at w/ww.phil-jobnet.dole.gov.ph. A Job Search Kiosk, counterpart of PHIL-JobNet, also provides information on programmes and services of DOLE and partner agencies.**Implementing agency:** DOLE's Bureau of Local Employment**Coverage:** 2,023,821 registered applicants and 51,483 registered establishments from 1998-2014. As of August 2014, 1,346,095 registered applicants, 78,956 active applicants, and 57,371 vacancies. Total of 665,426 vacancies posted in 2014.**Funding:** National budget under the General Appropriations Act. |  |  | Administrative issues:• PHIL-JobNet currently does not have the capacity to track jobseeker/vacancy placements.•PHIL-JobNet is not as widely used as job portal. Most of the vacancies posted in the website are low-skilled occupations. There is a need to diversify available positions in PHIL-JobNet.Information & Awareness: | • Improve the PHIL-JobNet website to include a user tracking system, from first access to placement. • Review the website in comparison to private sector job portals (e.g. Job streets, Jobsdb) and improve its functionality, in particular improve searching parameters, to localize the job search.• Promote the use of PHIL-JobNet to employers through information campaigns and encourage employers to report workers hired through PHIL-JobNet.  |
| DOLE Integrated Livelihood and Emergency Employment Program | **Legal framework:** Although the DOLE livelihood program is not governed by a specific law, several Department Orders and Administrative Orders have been issued, the latest of which is Department Order 137-14 issued on 28 March 2014, which integrated all livelihood related programs of the Department and in effect superseded all previous issuances pertaining to the implementation of the DOLE livelihood program.**Target population:** The beneficiaries are identified based on the profiled vulnerable workers of the Bureau of Workers with Special Concerns (BWSC) or the NHTS-PR of the DSWD, with preference given to non-4Ps beneficiaries, self-employed workers who are unable to earn sufficient income, marginalized and landless farmers, marginalized fisher-folks, unpaid family workers, parents of child labourers, women and youth, low-wage and seasonal workers, and workers displaced due to natural and man-made disasters. The program extends assistance to PWDs and elderly, distressed OFW returnees, IPs, rebel returnees, victims of armed conflict.**Benefits:** The livelihood beneficiaries are provided with the following package of assistance: (i) Trainings on how to set-up, start and operate their livelihood undertakings, (ii) Start-up capital in the form of raw materials, equipment, tools and jigs, and other support services necessary in setting-up the business or enterprise, (iii) Social security through enrolment in SSS and PhilHealth, for the first three months, or micro-insurance, (iv) Continuous provision of technical and business advisory.**Implementing agency:** The Livelihood Program is implemented by the 16 DOLE Regional Offices, either through direct administration or through an Accredited Co-Partners, such as peoples’ organizations, workers’ associations, unions and federations, state universities, colleges, higher educational institutions and national technical-vocational schools, LGUs, corporatives, national government agencies.**Coverage:** The programme is implemented nationwide, benefitting 127,656 individuals in 2014.**Funding:** Approved project proposals are funded through the Regular Regional Allocation for Capacity Building Programs for Specific Sectors and the DOLE Adjustment Measures Program. Other sources of funding as may be provided under the GAA, and through international organizations such as ILO, UNDP, ADB, among others, if applicable. Cost amounting to P569.46 million in 2014. | Design & Benefits: | • Include components specifically targeting solo parents with children, and survivors of disasters. Further, ensure that programme components are designed in a gender sensitive manner and, if possible, DRR-related.  | Administrative issues:• Lack of concrete and evidence-based criteria for target setting.• Insufficient manpower in DOLE Regional Offices and insufficient administrative/logistical support such as operating expenses, transportation, etc.• Stringent procurement process and stringent Commission on Audit (COA) requirements in the accreditation of co-partner• Non-recognition of DOLE registered association for the issuance of TIN.• There is an inadequate number of ACPs in local areas.Coordination & Convergence:• Overlapping of programs and initiatives of various government, private and humanitarian agencies.  | • Target setting should be based on the poverty incidence, since DILEEP is a poverty reduction program, and the absorptive capacity of the Regional Offices.• Hire additional employees and provide continuous capability building trainings to DILEEP implementers.• Review DOLE’s interpretation of the procurement law and its implementing regulations, and simplify the requirements stated under COA, especially in case of calamities• BIR and DOLE coordination for the recognition of DOLE registered associations. Issuance of TIN by BIR. *Note: DOLE noted that they had coordinated with BIR on this matter.*• Encourage more ACPs to be proponents of DILEEP through information dissemination campaigns.• Integrate and mainstream the livelihood and emergency employment programmes implemented by various agencies. |
| Sustainable Livelihood Program (SLP) | **Legal framework:Target population:** Poor families identified by NHTS-PR, with priority for 4Ps beneficiaries, and vulnerable groups such as PWDs, elderly, OSYs, disaster affected persons. **Benefits:** SLP aims to enable the participants to manage sustainable microenterprises or link them to locally available jobs that will enhance their access to basic social services and improve their standard of living.It is implemented through a community-driven enterprise development approach. Participants engage in social preparation and capacity building workshops, after which they can choose either a sustainable micro-enterprise development track (Self Employment Assistance - Kaunlaran or SEA-K) or employment facilitation track. Based on their chosen track, trainings and workshops are conducted, and participants are linked to financial and other institutions. (i) **Microenterprise Development:** This track is a capacity building program that focuses on community development, skills enhancement, network building and capital assistance to poor families. It is geared towards broadening their resource base by mobilizing savings, accessing capital markets, availing of loan funds and receiving institutional development support. (ii) **Employment Facilitation:** Considering that not all poor households are interested to engage in entrepreneurial activities, job opportunities are made accessible to the Sustainable Livelihood program participants. Under this track, the participants are provided with skills profiling, job matching, occupational guidance and counselling and job referrals.**Implementing agency:** DSWD, implemented with the help of field offices, government agencies, NGOs, private institutions.**Coverage:** Since its beginning in January 2011 until April 2015, a total of 723,090 families were served, of which 620,874 (86%) were 4Ps beneficiaries, while the remaining 14% were NHTS-PR identified families. **Funding:** Financed through government budget, with P2.4 billion allotted for 2014, and P4.9 billion for 2015. | Design & Benefits: | • Include components specifically targeting solo parents with children, and survivors of disasters. Further, ensure that programme components are designed in a gender sensitive manner and, if possible, DRR-related.  | Administrative issues:• Long, complex and tedious documentary and regulatory requirements in starting new ventures and accessing credit.• Weak targeting and profiling system. • The criteria requiring that beneficiaries should be living together in one neighbourhood is not practical, esp. for PWDs.Sustainability:• Government livelihood programs such as DILEEP and SLP may not have much final impact on the livelihoods of beneficiaries, who often cannot sustain their entrepreneurial ventures or repay their loans on time. Coordination & Convergence: | • Simplify the documentary requirements for starting new livelihoods and facilitating access to credit. • Enhancement of the targeting and profiling system to improve participants’’ access to livelihood and jobs.• Use the value chain and convergence approach to provide sustainable employment and entrepreneurship opportunities to people, i.e. capitalising on local resources through the production of native products (e.g. handicrafts, wooden items, etc.). • Continue the convergence of DSWD, TESDA and Technical Vocational Institutions (TVIs) for employment facilitation towards micro-enterprise development. |
| Community-based Employment Program (CBEP) | **Legal framework:** RA 6685, 1988 providing the employment policy objective of hiring 50% unskilled and 30% skilled workers in the local community where the infrastructure project will be undertaken; Executive Order 94, 1999; Executive Order 782, 2009.**Target population:** Poor skilled, semi-skilled, and low-skilled workers in the local community where a project is undertaken.**Benefits:** CBEP is a monitoring and reporting system that consolidates information on all infra and non-infra projects being implemented by the government. Such projects provide wage income for working under - (i) Infrastructure projects in the local community, like construction and repair of roads, bridges, flood control structures, schools, water systems, social housing, etc. (ii) Non-infrastructure projects like reforestation, coastal resource management, livelihood and self-employment undertakings such as projects under DILEEP. (iii) Emergency employment projects that create short-term wage employment or self-employment in distressed and remote areas, places affected by natural and man-made calamities.**Implementing agency:** Several government agencies including DOLE (Chair of Steering Committee), NEDA, NAPC, DPWH, DBM, DA, DAR, DepEd and others; LGUs; GOCCs; LBP and public financial institutions; public-private partnerships. NAPC is the lead steward. DOLE leads in coordinating and monitoring jobs generated by various agencies with enrolled projects under CBEP, through the CBEP Online Monitoring and Reporting System.**Coverage:** 2,324,311 jobs recorded in the system in 2012.**Funding:** Projects funded by government and private sectors | Design:• No programme guarantees employment to workers. | • Expand existing employment programmes, to guarantee employment for a set number of days (i.e. 100 days) per year, paid at the corresponding minimum wage, plus social insurance. The scheme should mainly target unemployed and underemployed, providing them with manual labour. |  |  |
| Occupational Safety and Health Programs for Informal Sector | **Legal framework:Target population:** Informal sector workers**Benefits:** OSH reporting for the informal sector; awareness and production of IEC Materials for IS**Implementing Agency:** DOLE through Occupational Health and Safety Center (OSHC)**Coverage**: As of January to May 2015, more than 800 informal workers benefited from this training**Funding:** | Funding:• No fixed appropriation for IS workers on OSH.*(Note: Informal Sector fund proposal included in the OSHC annual budget for approval by the OSHC Governing Board.)*Design & Benefits:• No reporting requirements regarding data on work-related injuries and illnesses among IS workers in place.• Trainings on OSH could not be fully afforded by most SMEs. | • Convergence of DILG, LGU, DOH, DOLE, DEPED, PNRC and CSOs to develop appropriate policy plan for reporting work-related injuries of IS workers.• Subsidize the trainings the Health and Safety Officers among the MSMEs in coordination with the LGUs. | Administrative issues:• Lack of OSH initiatives raised at the LGU and grassroots levelsInformation & Awareness:• Awareness raising by OSHC started in several sectors but sustainability is the issue.Coordination & Convergence: | • Increase engagement of LGUs regarding OSH concerns by setting-up a labour desk in LGUs.• Recognize workers organizations as partners for OSH concerns at the grassroots level.• Convergence of DILG, LGUs, DOH, DOLE, DEPED, PNRC and CSOs to address regional OSH awareness programme for IS including development of IEC materials.• Ensure that the Disaster Control Group (DCG) Organization is part of their programme. |
| Other programmes | **Legal framework:Target population:** Individuals without any prior formal education**Benefits:** Other labour market initiatives include (i) Basic Literacy Programme, (ii) livelihood training centres for out-of-school youth, non-working mothers and unemployed individuals, (iii) Convergent programmes addressing job-skill mismatch, reviewing educational curriculum, crediting college degrees, providing career guidance, (iv) Women Workers Employment through Entrepreneurship Development, (v) Industrious, systematic, time-conscious, innovative, value for work (ISTIV) training on productivity awareness and values in SMEs with 10-199 employees, (vi) Community Driven Development to help poor communities select, implement and sustain small-scale infrastructure and social projects.**Implementing agency:** (i) DepEd, (iv) DOLE, (v) DOLE.**Coverage:Funding:** |  |  |  |  |
| **Social safety nets**National objectives and strategy: establishment of stop-gap mechanisms and urgent responses for displaced workers, survivors of calamities, and those vulnerable to socio-economic shocks | DOLE Integrated Livelihood and Emergency Employment Program (DILEEP) |  **Legal framework:** Department Order 137-14 (same as DILEEP-Kabuhayan)**Target population:** Qualifying beneficiaries for the Emergency Employment Program include unemployed or under-employed, those who were laid-off or terminated as a result of permanent closure of an establishment, and self-employed who have lost their livelihoods, including farmers and fishermen, because of natural or man-made disasters. **Benefits:** The emergency employment beneficiaries are provided with a package of services including the payment of 100% of the prevailing private sector minimum wage in the area/locality; the provision of Personal Protective Equipment (PPEs) such as hard hat, work gloves, mask and rubber boots, depending on the nature of work by the DOLE or by the project proponent or partner agency; enrolment in group micro-insurance, as social security for the duration of the work contract; a basic orientation on safety and health prior to the engagement in any project.**Implementing agency:** The TUPAD is implemented by the DOLE Regional Offices either through Direct Administration or through an Accredited Co-Partner (ACP) such as: peoples’ organizations; workers’ associations; unions/federations; state universities, colleges, higher educational institutions and national technical-vocational schools; LGUs; cooperatives and national government agencies; and through direct administration wherein ROs/FOs/POs may directly implement the program.**Coverage:** The emergency employment is implemented nationwide and counted 65,872 beneficiaries. Additionally, the Yolanda Rehabilitation and Reconstruction Program (YRRP) provided emergency employment and livelihood assistance to 99,325 individuals.**Funding:** Approved project proposals are funded through the Regular Regional Allocation for Capacity Building Programs for Specific Sectors and the DOLE Adjustment Measures Program. Other sources of funding as may be provided under the GAA, and through international organizations such as ILO, UNDP, ADB, among others, if applicable. In 2014, the cost amounted to P352.222 million for TUPAD and P520.03 million for YRRP. | *(Same gaps and recommendations as identified for DILEEP labour market programmes above apply)* Design & Benefits:• Beneficiaries can avail of the programme for only once a year. (*Note: Under review*)Funding:• As SSN interventions are focused on providing immediate support to victims, the allotted funds easily get used up when a calamity occurs. *(Applies to CfW, too)* | • Consider revision of guidelines to allow availment more than once when the same beneficiaries are affected by natural or man-made disasters*(Said guidelines must contain safeguards against abuse, e.g., declaration of “state of calamity” as basis for approval of second availment.)*• Include a basic OSH orientation course for TUPAD and CfW implementers; subsequent conduct of trainers’ training.*Note: applies to CfW too* | Coordination & Convergence:• Non-uniform implementation of emergency employment and Cash for Work (CfW) programmes of implementing agencies and funding organizations which result in confusion of beneficiaries.*(Applies to CfW, too)* | • Standardize the procedures, requirements, and benefits (i.e. provide full regional minimum wage, social insurance, PPEs, safety orientation/s) for all programmes. Thereby, ensuring that workers’ rights and welfare are protected in the process. |
| Cash for work (CfW) and Food for work (FfW) | **Legal framework:** Administrative Order 15, 2008**Target population:** People >15 years affected by disasters, and internally displaced persons, who are willing and able to work.**Benefits:** CfW is a short-term intervention to provide transition support and citizenship building through activities such as livelihood and productivity support under SLP; relief, rehabilitation, recovery, reconstruction of shelters and public infrastructure; disaster preparedness and mitigation; environmental projects like digging and dredging canals, embankments, tree planting; and hunger mitigation and food security projects like communal farming, in communities and evacuation centres. Examples include the FfW project implemented from 10 to 23 Nov, 2013, in response to Typhoon Yolanda, where beneficiaries packed and distributed relief goods in exchange for food packets. Converted into a CfW from 24 Nov 2013 on, where beneficiaries loaded, unloaded, packed relief goods; prepared food; cleaned debris, coastal areas, canals; performed communal gardening and conducted damage inventories. Beneficiaries are paid 100% of minimum wage for 8 hours of work daily. FfW and CfW were also implemented in response to Typhoons Pedring and Quiel from October 2011 on, where beneficiaries received food or regional wages, in exchange for repair and reconstruction of damaged houses and community facilities, clean-up and garbage collection.**Implementing agency:** DSWD, in coordination with LGUs.**Coverage:** Target depends on affected victims. 16,234 Typhoon Yolanda victims in Phase I (Nov-Feb). **Funding:** National budget | Coverage: | • Inclusion of vulnerable groups, such as PWDs, women, elderly, IPs and solo parents, as specific target groups in the emergency employment programme.  |  |  |
| Core, Modified and Emergency Shelter Assistances | **Legal framework:** Implementing Guidelines for Core Shelter Assistance Pilot Project for the Rehabilitation of Victims of Typhoon Sisang and other disasters (AO No. 76), 1988, as amended by AO No. 101, 1989; RA No. 8185 authorizes LGUs to declare calamity and use 5% of its budget for disaster management; RA No. 7160 supports goals and objectives of disaster preparedness, prevention and mitigation programs, and strengthens local autonomy through devolution of basic functions of national agencies to LGUs; Philippine Disaster Risk Reduction and Management Act (RA No. 10121) 2010; AO No. 17, 2010.**Target population:** Families affected by typhoons, earthquakes, other natural and man-made disasters in disaster-prone Philippines.**Benefits:** (i) Core Shelter Assistance provides indigent families rendered homeless by a disaster, with structurally strong indigenous shelters which can withstand 220 kph wind velocity and intensity 4 earthquakes. (ii) Modified Shelter Assistance provides limited financial or material assistance to help families construct houses in relocation sites, using locally available materials, and with modified structural design. (iii) Emergency Shelter Assistance provides limited, self-build material or financial assistance for affected families, to purchase materials to rebuild their partially or totally damaged houses. Amount provided is decided based on the disaster and the extent of damage, up to P30,000 (Typhoon Yolanda).**Implementing agency:** DSWD, LGUs, sometimes in partnership with NGOs and private sector.**Coverage:** 32,643 modified shelter assistances and 863 core shelter assistances provided in 2013.**Funding:** Government funding | Funding:• Under the Core Shelter Assistance Program, the complete unit cost of P150,000 is shared by DSWD (P70,000) and LGUs. However, there is inadequate funding, especially for LGU counterpart contributions.  | • Review the funding source at LGU level. | Administrative issues:• Non-availability of adequate and safe areas to be used as relocation sites. Most identified relocation sites lack the basic necessities, facilities, and sources of livelihood for the beneficiaries. | • Prioritize the identification and designation of potential relocation sites by LGUs, under their Disaster and Risk Reduction Management efforts.• Consider inclusion of shelter plans in their CLUPs. |
| Disaster Risk Reduction Management (DRRM) | **Legal framework:** Philippine Disaster Risk Reduction Management Act (RA No. 10121), 2010 and IRR 2010**Target population:** Persons affected by natural or man-made disasters **Benefits:** Activities and services for disaster prevention and mitigation, disaster preparedness, disaster response, disaster rehabilitation and recovery, and other related services.**Implementing agency:** Office of Civil Defense (OCD) as operating arm and secretariat of the National Disaster Risk Reduction and Management Council (NDRRMC), in coordination with other departments and agencies, and LGUs.**Coverage:** **Funding:** The concerned LGUs at risk of a disasters, are obligated to allocate 5% of their internal revenue allotment into the Local Disaster Risk Reduction Management Fund (LDRRMF), which can only be used upon declaration of state of calamity. In 2011, the LDRRMF amounted to P662.87 million, in 2012 to P915.17 million. |  |  | Administrative issues:• Weak understanding and implementation of the Philippine Disaster Risk Reduction Management Act (RA 10121), the NDRRM framework and plan, fund utilization and appropriation.• Stringent procurement processes which hinder immediate assistance.• Absence of a standard identification mechanism for different programmes and a common database of people lead to duplication of benefits and efforts, higher administrative and delivery costs.Monitoring & Evaluation:• Inadequate monitoring of the utilization of funds and the implementation process. | • Mainstreaming of Disaster Risk Reduction – Climate Change Adaption (DRR – CCA) and Gender and Development (GAD) in all programmes implemented by the government. • Review RA 9184 for possible amendments especially regarding implementation of programmes in times of disasters• Explore using a standard targeting mechanism and a common database for all safety net programmes, e.g. NHTS-PR could be expanded and adapted to cover all people in disaster and conflict prone areas.• Make use of NCDDP as a mechanism for coordinating DRRM including disaster preparedness at the community level and identify CSOs which can assist in rapid implementation.• Use the Comprehensive Recovery and Rehabilitation Plan (for Yolanda) consolidated by the Office of the Presidential Assistant for Recovery and Rehabilitation as a guide for convergence approach in times of natural or man-made disasters.• Enable communities to be more ready for assistance to be delivered while making DRRM-related programmes more community-based and developing more specific interventions.• Include disaster preparedness in the administration of the Seal of Good Governance. *Note: Implementation issues are being addressed, however, there is still a need for sustainable advocacy programmes, also for other governmental agencies to appreciate the work of DRRM.* • Strictly monitor the utilization of the 5% calamity fund allocation (70% for disaster preparedness, 30% for quick response), and the implementation of DRRM Law. |
| Assistance to Individuals in Crisis Situations (AICS) | **Legal framework:****Target population:** Poor, marginalised, vulnerable and disadvantaged individuals**Benefits:** Assistance (in the form of medical, educational, burial, transportation, food and non-food assistance, etc.) to walk-in and referred clients affected by poor health conditions, natural and manmade calamities, other crisis situations.**Implementing agency:** DSWD, Crisis Intervention Units**Coverage:** 72,881 clients in Jan-Jun 2014**Funding:** Government budget, national and foreign donors with a total disbursement of P267mn as of July 2014. | *(DSWD for Inputs)* |  |  |  |

**Assessment Matrix – ELDERLY (SPF 4)**

| **SPOFS provisions**  | **Scheme** | **Overview of the scheme** | **Policy gaps** | **Recommendations** | **Implementation issues** | **Recommendations** |
| --- | --- | --- | --- | --- | --- | --- |
| **Social insurance**National objectives and strategy: universal coverage, including of the informal sector, through income security and risk-pooling measures, including micro-insurance and saving schemes | Social Security System (SSS) | **Benefits:** Old age - Options (i) P300 + 20% of average MSC + 2% average MSC for each credited year of service in excess of 10 years, (ii) 40% of average MSC, (iii) P1,200 for 10-20 credited years of service and P2,400 for more than 20 years. Can be availed by (i) members who are 60+, unemployed and have paid at least 120 monthly contributions (55+ for miners who have worked underground for >5 years) or (ii) members who are 65+ (60+ for miners). | Benefits:• The benefits are not sufficient to meet the needs of the pensioners. • Benefits for elderly PWDs are not realistic since they have higher cost of living. • By law SSS provides burial benefits to members only. | • Review the minimum pension amount currently provided under SSS and potentially increase it. Revisit the collection scheme, members’ contributions and monthly salary brackets. Increase the pension regularly, based on inflation. • Consider higher pension benefits for PWDs.• Amend the SSS Law entitle survivors to burial benefit. |  |  |
| Government Service Insurance System (GSIS) | **Benefits:** Old age - Options (i) lump sum of 60 months \* BMP + lifelong pension of BMP after 5 years (members >60 years of age and >15 years of service), (ii) lump sum of 18 months \* BMP + lifelong pension of BMP (members >60 years of age and <15 years of service), (iii) lump sum of 18 \* BMP at resignation/separation + lifelong pension of BMP (members separated and >15 years of service), (iv) lump sum of 100% AMC for each year of service (members separated and >3 years of service). | Benefits:• Benefits for elderly PWDs are not realistic since they have higher cost of living.  | • Consider higher pension benefits for PWDs. |  |  |
| Armed Forces Retirement and Separation Benefits System (AFP-RSBS) | **Benefits:** Pension - (i) Lump sum of all the member contributions, (ii) Lump sum or monthly allowance, amount depending on base pay + longevity pay of the next higher grade at retirement. | Benefits:• AFP-RSBS pensions are indexed on increase in wages of active soldiers, which may have contributed to a fund deficit and pension arrears. Actuarial reserve funds have not been set up. | • *AFP is drafting a proposal to reform the scheme and create the Philippine Military Pension System, a self-reliant pension system. Proposals include repeal of pension indexation to active wages, increase in retirement age from 56 to 58, increase in minimum years of service and reduction in survivorship benefit.* | Administrative issues:• Problems in the processing of retirement claims. | • Improve the processing of retirement claims to ensure a fair process (e.g. first come first serve). |
| Old Age Pension for Veterans | **Legal Framework:** Pension Benefits (RA 6948, as amended by RA 7696)**Benefits:** Old age - Monthly pension of P5,000. Death Pension - P1,000 to P2,000/mo. depending on the beneficiaryDisability pension P1,000 to P1,700/mo. (depending on disability rating)Total Administrative Disability (TAD) P1,700/mo Burial Assistance - P20,000 (effective 12 December 2014)**Implementing Agency:** Philippine Veterans Affairs Office (PVAO)**Coverage:Funding:** | Design & Benefits:• The P5,000 old age monthly pension is considered inadequate given the veterans’ advanced age.• There are Current Unpaid Pension Obligations (CUPO) as veterans filed claims after the effective date of entitlement.  | • Efforts should be exerted on the passage of pending bills before congress on increasing the pension benefits to P8,000.*• PVAO has included the payment of CUPO and unpaid TAD Pensions for the Surviving Spouses of WWII Veterans in the Unfunded Requirements of the FY 2015 Budget Proposal.* | Information & Awareness:• Lack of awareness on the veterans’ pension benefits, including entitlements to benefits and eligibility of dependents. | • Organize information drive campaign among veterans through PVAO. |
| **Social welfare**National objectives and strategy: expanded and efficient coverage of the poor and marginalized, through cash and in-kind transfers, in the form of coordinated interventions to support basic requirements, reduce poverty, lessen exposure to risks and promote socio-economic development | Social Pension for Indigent Senior Citizens | **Legal framework:** Expanded Senior Citizens Act (RA 9994), 2010**Target population:** Indigent senior citizens above 60 years of age, who are frail, sick, disabled, and who do not have regular income, family support or other pensions. Before 2015, only elderly aged 77 and above were covered. In 2015, eligibility was decreased to 65 year-olds, while from 2016 eligible elderly aged 60 years and above will be covered.**Benefits:** Monthly pension of PHP500 paid on a quarterly basis**Implementing agency:** DSWD**Coverage:** 255,763 senior citizens covered in 2013, and 452,836 counted as of December 2014. For 2015, 939,609 beneficiaries were targeted, with a further increase in numbers expected for 2016, as the age of eligibility is further decreased to 60 years.**Funding:** In 2014, the government allotted P3.1 billion, while P5.9 billion were approved for 2015. | Design & Benefits:• Inadequacy of the social pension amount of PHP500 per month for sustenance and buying medicines.Coverage:• Low pension coverage in the country, with only 20% of all senior citizens receiving income from a contributory pension. • No social disability allowance is provided to PWDs for their daily sustenance. | • Increase the social pension benefit, wherein the increased amount should not be higher than the minimum pension received by regular SSS pensioners.• Redesign current social pension and extend coverage. Options for reform could include a universal scheme and a pension-tested scheme. • Provide a disability allowance targeted at all PWDs, or only PWDs who do not receive any allowance from social insurance schemes. | Targeting:• The selection and verification of beneficiaries for the social pension is not conducted in a uniform and transparent way. | • A third party (independent body or government agency) should conduct a review to verify qualified beneficiaries and clean up the list to ensure that the beneficiaries are eligible for the social pension. Employ the NHTS-PR to identify beneficiaries in the future and ensure that elderly of marginalized groups, such as IPs, PWDs, and elderly in remote areas, are covered, too.  |
| Discount on basic goods for senior citizens and PWDs | **Legal framework:** Expanded Senior Citizens Act (RA 9994), 2010; Magna Carta for Disabled Persons (RA 9442), 2006.**Target population:** Senior citizens, PWDs**Benefits:** Discount of 20% for the purchase or use of basic goods and services such as food, medicines, medical fees, public transportation, recreation, funeral and burial services. In addition, senior citizens are also exempted from VAT. The discount is provided upon furnishing a PWD or senior citizen identification card.**Implementing agency:** Department of Health (DOH)**Coverage:** 25,887 PWDs in August 2014**Funding:** Government | Coverage:Design & Benefits:• Limited items considered as basic goods and services, leaving most basic goods with a discount of 5% instead of 20%. | • Review the guidelines on how to identify and categorize a PWD and the eligibility criteria to be used in issuing the PWD ID. • Expand the list of basic goods and services eligible for a 20% discount, and review the guidelines on which medical services can be availed of at 20% discounts to avoid misinterpretations. | Monitoring:• Not all LGUs have an active and functional Coordinating and Monitoring Board. | • Make these boards functional at the regional, provincial, city, and municipal levels as mandated by the Expanded Senior Citizens’ Act, in order to strengthen the monitoring process of the discount realization. OSCA may coordinate with senior citizens and PWD associations. |

**Assessment Matrix – CROSS-CUTTING ISSUES**

| **AREAS OF CONCERN** | **Policy gaps** | **Recommendations** | **Implementation issues** | **Recommendations** |
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| **DATABASE** | • NHTS-PR does not cover some poor and vulnerable groups, including indigenous people, street families, and rebel returnees.• Lack of a comprehensive and unified database on people and their income levels. | • Include street families, rebel returnees, and PWDs in the next survey round of NHTS-PR. *(The second round is scheduled for 2015 and will include indigenous people, and families with child labour.)* • Use NHTS-PR as a uniform targeting mechanism across all pro-poor schemes, including vulnerable groups. • The database should be linked to the civil registrations system for capturing all vulnerable groups• Unify all existing database of the government including but not limited to NHTS-PR, UMID, Former Rebel Information System (DILG), OWWA, DFA, CFO, and POEA. Data included should entail sex and age.  | • Lack of integrated infrastructure to use UMID for targeting the beneficiaries of SSS, GSIS, PhilHealth and Pag-IBIG.• Implementation of classification of disaster victims is weak, so that no database on disaggregated data is available.  | • Develop the integrated infrastructure needed to fully implement the UMID as a national database, in order to encourage better access to social security schemes. |
| **INFORMATION AWARENESS** |  |  | • Often people do not understand and appreciate the concept of social insurance, particularly solidarity, and may not be aware of their entitlements.• Lack of awareness in the basic sector communities regarding the social protection programs of the government (EC, PhilHealth, OSH, SSS, etc.) and other initiatives targeting vulnerable groups.  | • Intensify awareness generation campaigns among LGUs and beneficiaries, especially in rural and remote areas, by working closely PESOs, establishing tie-ups with PHILSSA, etc. Educate people on the concept of social insurance, its benefits and their entitlements. • Bring government services closer to the basic sector communities through (1) NAPC basic sector council meetings, and (2) Organize forum in the community. |
| **INTEGRATED MECHANISMS** |  |  | • Delays have been experienced in paying benefits and transferring the contributions from the local level to the central level, often up to several months. • Lack of access to payment mechanisms due to weak coordination among concerned government agencies at the local government levels and private sector, and lack of defined account management and collection system. | • Improve and implement more efficient IT systems.• Implement a single window service or one-stop shop at the local level. The single window service is akin to an outlet at the local level, where beneficiaries can access information on different schemes, register for them, pay contributions or collect benefits. It capitalises on a common database, and reduces cost due to common infrastructure and streamlined procedures. To reduce fragmentation of social protection interventions, the one-stop shop should be overseen and run by a single agency or superintendent.  |
| **MONITORING & COORDINATION** |  |  | • There are problems in monitoring programmes and beneficiaries, as the monitoring and reporting mechanisms vary across regions, are complex and difficult to use, and do not always capture adequate data.• There is insufficient infrastructure e.g. low number of offices proportional to beneficiaries, weak internet connectivity for regular reporting, lack of other feed backing mechanisms, and lack of access to monitoring and evaluation agencies. | • Develop a common and efficient monitoring, evaluation and reporting system, and conduct training on its use at the local level (*i.e. SSS to establish a feedback mechanism to companies on uploading data)* |
| **INTER-AGENCY/LOCAL COORDINATION** |  |  | • Lack of coordination between government departments and agencies in planning and implementing different schemes. This may lead to overlap of benefits in the same target group and inefficiencies in programme implementation.• There is lack of manpower and capacity in LGUs, and the staff may change every 3 years. Training is sometimes seen as an expense rather than an investment. Utilization of funds is slow due to inability of ground-level partners to prepare business plans or proposals. Also, the problem is linked on the quality of Local Chief Executives’ (LCEs) participation.• Devolved services that comprise SP are not always priorities of the LCEs and do not get the necessary support in terms of funding and human resources. | • Create an inter-agency coordinating body to oversee the integration of all government data into one system that can be accessed by all.• There are councils that can facilitate the process of coordination and convergence. Therefore, government departments should give importance to their membership in such structures. • All municipalities should have a Social Protection Action Centres (SPAC) for information, registration activities and other assistance that can be provided by Social protection agencies.• All government agencies, including the LGU, should help in intensifying the advocacy for Social Protection for all. Incentives such as certificates should be provided for compliance with standards.• Conduct awareness building and training for LGUs, to improve delivery of benefits and strengthen linkages of LGUs with micro-insurance groups, NGOs CSOs and people’s organizations for the implementation of programmes. |
| **PROCUREMENT** | • The overall procurement law for raw materials is a challenge, due to long and complex and stringent procedures and documentation requirements. | • Simplify the procurement processes. *(To be led by DBM)* |  |  |
| **VULNERABLE SECTORS** | • Vulnerable groups such as child labourers, IPs, IDPs, solo parent families, etc., are not specifically addressed through regular programmes. Additionally, low appropriation of funds on issues specific to vulnerable groups.  | • Ensure inclusion of support services for vulnerable groups on all social programmes and projects. |  |  |