

[DSWD ORDER NO. 11, S. 1998, March 18, 1998]

GUIDELINES IN THE IMPLEMENTATION OF NIGHT CARE FOR YOUNG CHILDREN OF WORKING MOTHERS ON NIGHT SHIFT

I. RATIONALE

The last two decades witnessed a tremendous rise in the number of women joining the labor force. Between 1973 and 1994, the number of women joining the labor force more than doubled from 4.8 million in 1973 to 10.1 million in 1994.

The promotion of Export Processing Zones as a strategy for national industrialization and the booming local industries has created new job opportunities for more women. Though generally considered a positive development for increasing the availability of jobs, these establishments are also known to impose high production quotas on their women workers requiring them therefore to work uninterruptedly for long hours including at night.

The schedule of work does not only prove hazardous for women going home late at night but also to their children. Recent study on intrafamilial violence conducted by UP Center for Women Studies and the DSWD revealed that most child abuses take place at home while the parents particularly the mothers are at work. One in every 4 victim of child abuse are not even old enough to be in school. More specifically younger children are more susceptible to physical abuse and neglect especially when there are no responsible adults to take care of them. This underscores the need for supervised child care for young children of mothers working on night shifts.

II. LEGAL BASIS

- 1987 Philippine Constitution recognizes the role of women in nation building and shall ensure the fundamental equality before the law of men and women.
- EO 123 mandates the Department of Social Welfare and Development to promote women's welfare with specific attention to the prevention or creation of exploitation in any form including and illegal recruitment as well as the promotion of skills for employment and self-actualization.
- RA 7192 otherwise known as "Women in Development and Nation Building Act" ensures the fundamental equality of women and men.
- RA 5490 authorized the building of more free zones where women's labor power could be harnessed.
- The Labor Code of the Philippines requires the employers of industries to establish a nursery in the workplace for the benefit of the women employees/workers therein.

III. GOALS AND OBJECTIVES

General Objective - To provide supervised care to children of working mothers especially those working at nighttime to protect them from abuse and neglect.

Specific Objectives

1. To provide women opportunities to accept jobs even on night shifts without sacrificing their role as mothers thus, enabling them to concentrate on their work and become more productive;
2. To ensure the safety of young children, ages 3 months to 6 years, of working mothers who are out for work at night time;
3. To provide opportunities for children of working mothers on night shifts to promote their physical/mental or cognitive, spiritual and emotional development.
4. To provide temporary shelter to mothers working on night shift where they can stay after their work until safe enough to go back to their families.

IV. PROJECT DESCRIPTION

The project is a preventive measure in the elimination of occurrence of violence against women and young children. It provides childcare mechanism where mothers working on a night shift could safely leave their children especially the young/helpless children. In addition, this support mechanism will be a "haven" where they can stay the rest of the night until it is safe enough for them and their young children to go back to their families.

The Night Care Center shall be established near the vicinity of the establishment where the mothers work. For the pilot phase, the center shall be set up in two regions where prevalence of working mothers on night shift is high. For continued implementation of the project, more centers shall be established within or near the Export Processing Zones in the country where there is a high percentage of women participation in the labor force without caregivers for their young children.

V. PROJECT COMPONENTS

1. *Social Preparation* — Setting up of night care facility and identification of beneficiaries shall be included in the social preparation aspect. Coordination with the establishments or the employers shall also be facilitated to ensure better partnership with them in the implementation of the project. The prospective beneficiaries shall be identified from the DSWD survey results or from the masterlist of the local Social Welfare and Development office if there is any. Consultation with the prospective mother beneficiaries shall be conducted to get their inputs and other concerns in the effective project implementation.
2. *Training of Night Care Givers* — The training of night care givers and social workers shall be conducted to equip them of the appropriate knowledge, attitudes and skills in handling children at the center. Likewise, the MSWDO/social workers in the area should be oriented on the project and its operation.
3. *Case Management*
 - a. *Child Care Services* — The services to be provided for young children shall compose of the following activities:

- Play Session — Play session provides time for indoor and outdoor play. Play offers opportunities for learning which allows the children to use their physical energy, stimulates intellectual/cognitive growth and offers opportunities for the development of social values. It also satisfies their need to be active, to explore, to investigate and be adventurous.
 - Feeding — This involves the provision of food and non-food assistance to children while at the center at the rate of P/25.00 per day per child. Food support will be provided while the mothers do not have the money yet to provide for such. Feeding activities will help the children develop proper eating habits and maintain and improve nutritional status.
 - Wash-up/Bath — Washing-up/bathing will help to develop establish behavior patterns that develop personal values or proper hygiene/health habits.
 - Bedtime Stories — Before sleeping time, the children will be provided with bedtime stories to entertain them, inculcate social values and develop appreciation for literature. It can also be used to develop their language skills and learn sequencing of ideas while at the same time increasing their vocabulary and broadening their experiences.
- b. *Support Services* — A package of social welfare support services will be rendered to the center's clientele whenever necessary through proper accessing to the services of the local Social Welfare and Development office and other agencies. It shall be the responsibility of the night care giver to refer the clients to the Municipal Social Welfare and Development Officer/municipal social worker for other needs which are not provided by the Center.
3. *Monitoring, Evaluation and Documentation* — This shall include the conduct of regular project monitoring to ensure effective and efficient project management. Evaluation of the project shall also be conducted after the pilot phase to determine effectiveness of the strategy.

VI. GENERAL POLICIES

1. *Eligibility Requirements*

1.1. Children

- a.) children of working mothers
- b.) 3 months to 6 years old
- c.) have no responsible adults to take care of while the mothers are at work
- d.) have undergone physical/medical examination before admission to the center whether or not they are physically able to participate in the center's activities and is free of communicable disease. If ill, the child must be referred for treatment

1.2. Night Care Givers

- a.) shall possess the needed educational qualification, i.e, a graduate of BS Social Work BS Nursing, Child Psychology or any Behavioral Science Courses
- b.) have had experiences in working with children and women
- c.) physically, mentally and emotionally healthy

1.3. Night Care Center

a.) Physical

- The Night Care Center shall have a floor area of at least 15" x 18" meters to provide enough space for the activities and rest/sleeping area for the children.
- There should be available potable water supply, proper ventilation, fire fighting equipment, first aid cabinet, toilet and washing area, nursery for infants and toddlers.
- The center must exude a homey atmosphere and have pastel painted walls, child oriented pictures, and paintings, matching curtains, flower, boxes etc. and should be placed where the children can be comfortable and have fun.
- There should be a locker or similar covered space for each child where they can put personal belongings or things they use while in the center.
- Availability of space for eating and the appropriate eating paraphernalia for the children. There should be at least one set of eating paraphernalia for each child.
- The safety of the child must be ensured in the center, hence, appropriate chairs, tables, beds should be made available for them.

b.) Program

- Appropriate program materials for children's activities should also be made available in the center. A minimum of the required program materials shall be kept in the center for the children's use.
- Availability of manipulative materials for structured play that will develop the children's fine and large motor skills, symbols/materials that will inculcate proper values of the children both for love of God and country, and other materials that will develop the children's appreciation for arts and music.
- Availability of enough storybooks and visual aids for storytelling
- The importance and value of nutrition and health care should be integrated in the activities for the children. The