5TH ANNUAL GLOBAL SOCIAL SERVICE WORKFORCE STRENGTHENING SYMPOSIUM

May 8, 2018
Washington DC and Live Webcast

GLOBAL ALLIANCE
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PANEL 3 – SOCIAL SERVICE WORKFORCE STRENGTHENING IN THE CONTEXT OF PREVENTING AND ADDRESSING VIOLENCE AGAINST CHILDREN IN THE PHILIPPINES

Moderator:
Dr. Bernadette Madrid, Executive Director, Child Protection Network Foundation, Philippines

Speakers:
1. Achieving the Philippine Plan of Action to End Violence against Children: The need for a strong social service workforce
   Dr. Bernadette Madrid
2. National Action Plan on Strengthening the Workforce
   Video to be shown: Undersecretary Mae Fe Ancheta-Templa, Department of Social Welfare and Development
3. Mapping of the Social Service Workforce for Better Planning, Development and Support
   Kirsten Di Martino, Senior Adviser, Child Protection, UNICEF Headquarters

www.socialserviceworkforce.org  #SSWSymposium
Achieving the Philippine Plan of Action to End Violence against Children: The need for a strong social service workforce

Bernadette J. Madrid, MD
Executive Director
Child Protection Network Foundation, Inc.
University of the Philippines Manila
### National Baseline Study on Violence Against Children (2016)
**Prevalence of the Different Forms of VAC (below 18 years)**

<table>
<thead>
<tr>
<th>Forms of Violence</th>
<th>Over-all (Percent)</th>
<th>MALE (Percent)</th>
<th>FEMALE (Percent)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical Violence</td>
<td>66.3</td>
<td>67.3</td>
<td>65.2</td>
</tr>
<tr>
<td>Psychological Violence</td>
<td>59.2</td>
<td>61.1</td>
<td>57.2</td>
</tr>
<tr>
<td>Sexual Violence</td>
<td>17.1</td>
<td>19.5</td>
<td>14.5</td>
</tr>
<tr>
<td>Forms of Violence</td>
<td>Over-all (Percent)</td>
<td>MALE (Percent)</td>
<td>FEMALE (Percent)</td>
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<td>------------------</td>
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</tr>
<tr>
<td>Bullying</td>
<td>65.0</td>
<td>59.9</td>
<td>70.4</td>
</tr>
<tr>
<td>Cyber Violence</td>
<td>43.8</td>
<td>44.1</td>
<td>43.5</td>
</tr>
<tr>
<td>Witnessed PV at Home</td>
<td>41.9</td>
<td>39.6</td>
<td>44.3</td>
</tr>
<tr>
<td>Witnessed Psychological Violence at Home</td>
<td>62.5</td>
<td>58.8</td>
<td>66.3</td>
</tr>
</tbody>
</table>
INSPIRE
Seven Strategies for Ending Violence Against Children

• Developed and launched in 2016 in partnership with 10 international agencies including WHO and UNICEF

• Presents 7 evidence-based strategies to help countries and communities intensify focus on the prevention programs and services with the greatest potential to reduce violence against children
**INSPIRE**

Seven Strategies for Ending Violence Against Children

- **Ensure Implementation and enforcement of laws** to prevent violent behaviours, reduce excess alcohol use, and limit youth access to firearms and other weapons.

- Strengthen **norms and values** that support non-violent, respectful, nurturing, positive and gender equitable relationships for all children and adolescents.

- Create and sustain **safe streets and environments** where children and youth gather and spend time.

- Reduce harsh **parenting** practices and create positive parent-child relationships.

- Improve families’ **economic security** and stability, reduce child maltreatment and intimate partner violence.

- Improve access to good-quality **health and social welfare and criminal justice support services** to all children who need them – including for response to violence-to reduce long term impact of violence.

- Increase children’s access to more effective gender-equitable **education** and social-emotional learning and **life-skills** training, and ensure that school environments are safe and enabling.
### Cross-Cutting Activities

- Multi-sectoral actions and coordination
- Monitoring and evaluation

### Sectors Involved:

<table>
<thead>
<tr>
<th>Sector</th>
<th>Sectors Involved</th>
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</thead>
<tbody>
<tr>
<td>Social Welfare</td>
<td>NGOs</td>
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<td>Education</td>
<td>Academe</td>
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<tr>
<td>Health</td>
<td>Faith-based</td>
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<td>Justice</td>
<td>Private Sector</td>
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<tr>
<td>Local Gov’t</td>
<td>Professional Orgs</td>
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<td>Finance</td>
<td>Media</td>
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<tr>
<td>Labor</td>
<td>INGOs</td>
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<tr>
<td>Planning</td>
<td>UN Bodies</td>
</tr>
<tr>
<td>Judiciary</td>
<td>Law Makers</td>
</tr>
</tbody>
</table>
The Philippine Plan of Action to End VAC

**PPAEVAC 2017-2022**

A MULTI-SECTORAL RESPONSE TO VAC

It is a product of a series of consultations led by the Council for the Welfare of Children.
The process of developing the PPAEVAC

Regional Cluster Consultation Workshops
- Total of 423 Participants: 283 Gov’t/LGUs, 37 NGOs/ CSOs/FBOs, 75 children, 65 parents/caregivers.

National Planning Workshop
- 84 people (GAs, NGOs, CSOs, Academe, FBOs)
- Summary of Regional Consultations
- Lecture/Discussion: ToC and RBM
- Workshop: ID Strategies KRA by KRA
PPAEVAC Framework says

- VAC is caused by different factors at **different levels**.
- Preventing VAC means **addressing all factors** at different levels.
- It is required that an **array of strategies and interventions** be used.
- It is imperative that a **multi-sectoral/multi-stakeholder** approach be applied.
- There is a need for **all relevant departments working together**.
- There must be **ACTION from the highest level of government** to influence policy, programming and budget.
The PPAEVAC contributes to attaining the SDG targets 16.2, 16.1, and 15.2

**Target 16.2:** End abuse, exploitation, trafficking and all forms of violence against and torture of children.

**Target 5.2:** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

**Target 16.1:** Significantly reduce all forms of violence and related death rates everywhere
End Violence Against Children

Parents & caregivers are aware of practicing evidence-based parenting & positive discipline towards building a safe, nurturing & protective environment.

Children & adolescents demonstrate personal skills in managing risks, protecting themselves from violence, reporting their experience, & seeking professional help when needed.

All children in need of special protection have access to appropriate & quality protective, social, mental, health, legal, economic, & judicial services ensuring that violence & trauma is prevented from recurring.

Well-developed & effectively managed M & E system for PPAEVAC is in place.

All VAC-related laws are in place and are effectively enforced.

Multi-stakeholders child protection structures & systems at the national, provincial, municipal, city and barangay levels are operational & effectively functioning.
1. Parents and caregivers are aware of and practicing evidence-based parenting skills and positive discipline towards building a safe, nurturing and protective environment.

**KEY RESULT AREA 1**

**Demand Side**

**LEAD AGENCY:** Department of Social Welfare and Development (DSWD)

**SUPPORTING AGENCIES**
- Local Government
- INGO’s e.g. Plan, Save the Children
- NGOs
- Faith-based Organization
- Phil Assoc. of Social Workers
- National Assoc. of Social Work Educators
- Universities & Professional Organizations with parenting programmes
2. Children and adolescents demonstrate personal skills in managing risks, protecting themselves from violence, reporting their experience of violence, and seeking professional help when needed.

**Key Result Area 2**

**Demand Side**

**SUPPORTING AGENCIES**
- DSWD
- Local Gov’t
- Federation of Associations of Private Schools & Administrators
- Child Protection Network
- INGOs & NGOs
- Ateneo Bulatao Center
- National Youth Com
- Population Commission
- National Association of Social Work Educators

**LEAD AGENCY:** DEPT. OF EDUCATION
3. Appropriate and quality protective, social, mental, health, legal, economic, and judicial services are in place and are accessible by victims of VAC and that violence and trauma are prevented from recurring.

**SUPPORTING AGENCIES**

- Dept. of Health, Local Gov’t, Line agencies of Gov’t, Philippine National Police, National Bureau of Investigation
- Commission on Human Rights
- Judiciary
- Interagency committees/councils
- INGOs
- NGOs
- Child Protection Network
- Professional Organizations
- Civic Organizations e.g. Zonta
- Business: Corporate social responsibility e.g. Bantay Bata

**LEAD AGENCY: DSWD & DEPT. OF JUSTICE**
4. Well-developed and effectively managed Monitoring and Evaluation system for PPAEVAC is in-place.

**LEAD AGENCY: COUNCIL FOR THE WELFARE OF CHILDREN**

**SUPPORTING AGENCIES**

- Philippine Statistics Authority
- Philippine Information Agency
- DSWD
- Dept. of Health
- Dept. of Justice
- Local Gov’t
- Dept. of Science & Technology
- National Institutes of Health
- Child Protection Network
- UNICEF
- Consuelo Foundation
- Save the Children
- National Network to End Violence Against Children
5. All VAC-related laws are in place and are effectively enforced.

LEAD AGENCY: COUNCIL FOR THE WELFARE OF CHILDREN & DEPT. OF JUSTICE

SUPPORTING AGENCIES

ALL PARTNER AGENCIES
Multi-stakeholders child protection structures and systems at the national, provincial, municipal, city and barangay levels are operational and effectively functioning.

LEAD AGENCY: COUNCIL FOR THE WELFARE OF CHILDREN & DEPT. OF INTERIOR & LOCAL GOVERNMENT
Central Coordinating Body

Council for the Welfare of Children

Steering Overall Policy-making
Research
Building and Capacity
Advocacy
Planning
Monitoring and Evaluation

C4BC Strategy

NGOs, FBOS, INGOS
Department of Social Welfare and Development
Commission on Human Rights
Department of Labor and Employment
ECCD
Expert Bodies
Business
Academe

DBM
NEDA
Law Enforcement
Department of Education
Department of Health
Department of Interior and Local Government
Tourism

Department of Justice
Framework for Strengthening the Social Service Workforce:

**Planning the Workforce**
- Adopt a strategic approach to planning the social welfare workforce
- Collect and share HR data and promote data-driven decision making
- Improve recruitment, hiring, and deployment practices and systems that take into account urban, peri-urban, and rural areas and decentralization plans
- Build alliances to strengthen leadership and advocacy among stakeholders

**Supporting the Workforce**
- Develop or strengthen systems to improve and sustain social welfare workforce performance
- Develop tools, resources and initiatives to improve job satisfaction and retention
- Support professional associations in their efforts to enhance the professional growth and development of the social welfare workforce

**Country specific context, including social welfare, justice and child protection systems, culture, local legislation, labor market, economy**

**Developing the Workforce**
- Align education and training for the social welfare workforce with effective workforce planning efforts
- Ensure curricula incorporate both local/indigenous knowledge as well as international best practices for improving the well-being of children and families
- Strengthen faculty and teaching methods
- Provide broad range of professional development opportunities for workers
8 Key Strategies of the PPAEVAC

- Capacity Building
- Promotion of Evidence-based Parenting program & Life skills
- Child & Adolescent Participation
- Direct Service Delivery
- M & E
- Policy Advocacy
- Institution Building
Strengthening the Social Service Workforce to achieve the PPAEVAC

LEAD AGENCY: DSWD

Planning MAPPING

Developing CAPACITY BUILDING

Supporting INSTITUTION BUILDING
The Philippines

Mapping of the Social Service Workforce for Better Planning, Development and Support

Towards Strengthening the Child-Focused Social Welfare Systems to Prevent and Respond to Violence Against Children (VAC)

5th Annual Social Service Workforce Strengthening Symposium

May 8, 2018

FHI 360 Conference Center, 1825 Connecticut Ave NW, Washington, DC
The Philippine National Baseline Study on Violence against Children (NBS-VAC)

In the Philippines, the 2015 national baseline survey on violence against children revealed that 80% of Filipino youth respondents had experienced violence in their childhood, with 60% of these cases occurring in the home.

Mothers, fathers, and siblings were the most commonly reported perpetrators of harsh physical and psychological punishment (Council for the Welfare of Children, Philippines 2016).
• Local Government Units (LGUs) with support from mandated National Government has the mandate to provide basic social welfare services to children and to ensure their safety and protection.

• LGUs experience challenges on providing quality social services to prevent and respond to the issues of children at RISK of Violence Against Children (VAC).

• Strengthening the Child-Focused Social Welfare System as a link to Parenting Support Interventions is a priority towards ensuring that all children have access to prevention and response services to address VAC at the communities.

#ENDviolence
UNICEF STRATEGIC PLAN
2018–2021

UNICEF’s Theory of Change statement on Goal 3

“If child protection systems are strengthened so that girls and boys receive prevention and response services for violence against children including in humanitarian situations, and wider protections under international humanitarian law, if girls receive prevention and care to address harmful practices such as FGM/C and child marriage, and if institutional capacity is strengthened so that girls and boys that come into contact with the law are treated in accordance with international standards, then girls and boys will be better protected from violence and exploitation.”
Girls and boys, especially the most vulnerable and those affected by humanitarian crisis, are protected from all forms of violence, exploitation, abuse and harmful practices.
The Social Service Workforce within a Holistic Child Protection System

Rationale for the Mapping of the Social Service Workforce and development of a National Framework to Strengthen the Child-Focused Social Welfare System in the Philippines

UNICEF support to the Government of the Philippines:

- The Philippine Plan of Action to End Violence against Children (PPAEVAC) 2017-2022 was designed as part of the Government’s commitment to provide an environment that respects, protects and fulfills the rights of all children.

- A multi-sectoral road map, the Plan identifies six key result areas and outcome results as pre-conditions for reducing VAC by 2022.
A multi-sectoral road map, the Plan identifies six key result areas and outcome results as pre-conditions for reducing VAC by 2022:

1. Parents and caregivers are aware of and practicing evidence-based parenting skills and positive discipline towards building a safe, nurturing and protective environment.

2. Children and adolescents demonstrate personal skills in managing risks, protecting themselves from violence, reporting their experience of violence, and seeking professional help when needed.

3. All children in need of special protection have access to appropriate and quality protective, social, mental, health, legal, economic, and judicial services ensuring that violence and trauma are prevented from recurring.

4. Well-developed and effectively managed Monitoring and Evaluation system for PPAeVAC is in place.

5. All VAC-related laws are in place and are effectively enforced.

6. Multi-stakeholder child protection structures and systems at the national, provincial, municipal, city and barangay levels are operational and effectively functioning.
The importance of Social Welfare Systems strengthening is recognized at global, regional and national levels, noting that comprehensive and effective social welfare services can lead to improved social protection and poverty reduction.

Social Welfare is also a pillar of child protection systems, and thus essential to ensure effective prevention and response services for children, including prevention and response to violence against children (VAC) in particular.

A contextualized and Evidence-based Parenting Support Programme is recognized as effective interventions for preventing child maltreatment.
Rationale for the Mapping of the Social Service Workforce and development of a National Framework to Strengthen the Child-Focused Social Welfare System in the Philippines

UNICEF support to the Government of the Philippines Department of Social Welfare and Development (DSWD) to carry out the mapping:

1. **Aims to generate evidence** on the situation and challenges of the Social Service Workforce at the local level in relation to prevention and response to Violence Against Children (VAC).

2. Is part of the **Multi-Country Mapping of Social Service Workforce in East Asia and the Pacific** countries being initiated by UNICEF EAPRO in partnership with the **Global Social Service Workforce Alliance** (GSSWA).

3. **Links to INSPRE** - UNICEF Philippines is strongly advocating the need to strengthen “parents and caregiver support” as among the seven evidence-based strategies for ending violence against children.

4. Links to pilot testing of Parenting for Lifelong Health – Philippines, locally called “Masayang Pamilya” or MaPa, an evidence-based and contextualized Parenting Intervention to improve the capacity of parents and caregivers in preventing child maltreatment to reduce and prevent Violence Against Children (VAC).
OBJECTIVES of the Mapping of the Social Service Workforce in the Philippines:

1. **Review and assess** existing national and local legislation and policy frameworks, standards and governance practices in social welfare and child protection, with focus on prevention of, and response to violence against children (VAC);

2. **Map and assess** the social service workforce, considering the formal and informal sectors (paid and unpaid) social service workforce;

3. **Determine existing and needed technical and resource capacities of the social service workforce** in managing and delivering social welfare and child protection programs and services with equity lens and gender perspective;

4. **Identify factors contributing** to the extent and quality of delivery of social welfare and child protection programs and services by the social service workforce; and

5. **Develop a Strategic Framework** for **Strengthening the Child-Focused Social Welfare System** towards the enhancement of the competencies of the Social Service Workforce in the Philippines.
EXPECTED RESULTS of the Mapping of the Social Service Workforce in the Philippines:

1. A **national strategic framework** for a Child-focused Social Welfare Systems link to Parenting Support Intervention to prevent and respond to VAC, developed and adopted.

2. National and local legislations, policies, frameworks, and standards on VAC and those supportive of the social service workforce identified and analyzed.

3. National and local programs and services on VAC and those supportive of the social service workforce identified and analyzed.

4. Existing institutional mechanisms, governance systems and support programs to strengthen the social service workforce assessed and implications derived therefrom.

5. Social service workers involved in social welfare system and child protection work to address VAC, mapped and analyzed.
The mapping activity will partner with the following agencies/organizations:

1. Department of Social Welfare and Development (DSWD)
2. Autonomous Region in Muslim Mindanao (DSWD-ARMM)
3. Council for the Welfare of Children (CWC)
4. Child Protection Network (CPN)
5. Department of Interior and Local Government (DILG)
7. Philippine Association of Social Workers, Inc. (PASWI)
8. Association of Child Caring Agencies of the Philippines (ACCAP)
9. National Council on Social Development (NCSD)
10. Inter-Agency Council against Trafficking (IACAT)
11. Inter-Agency Council on Violence against Women and Children (IACVAWC)
12. Professional social work organizations – medical, court, local government unit, corporate, etc.
13. Global Social Service Workforce Alliance
14. UNICEF EAPRO
15. UNICEF Philippines
“Children are tired of being called the future. They want to enjoy their childhood, free of violence, now!”

Paulo Sérgio Pinheiro, introducing the report of the UN Secretary General’s Study on Violence against Children to the General Assembly, October 2006.