



HOUSEHOLD DOMESTIC WORKERS IN PUERTO PRINCESA, PALAWAN: A CASE STUDY

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Abstract: The study found that many of the kasambahay's benefits are not given by their respective employer, also, they seek to have higher salary and wages to provide sustainable and stable life for their families. Another, most of them sought "ayuda" from the government to provide support to their children who are still studying. On the other hand, employers who hired house helpers stated their means to have extensive protection to have kasambahay mandatory submission of their personal records in order for them to know their personal backgrounds and if they're delinquent.

In relation to the government assistance as monetary support, it would be better that our government should create a permanent financial institution that will cater in lending and borrowing exclusive for the domestic workers in our country. It would provide them with better financial stability as most of the respondents raised their concern in regard to monetary issues. Also, livelihood programs that will help displaced, retired, and resigned domestic workers as form of sustenance in their respective daily lives. Finally, providing training for this group to further enhance their skills and will not solely depend on their domestic skills.

Keywords: (Household Domestic Workers in Puerto Princesa City Palawan, Domestic Workers)

I. INTRODUCTION

1. Background of the Study

According to the Department of Labor and Employment and Philippine Statistic Authority's survey last October 2019, in the country today, there are 1.4 million Filipinos who works as kasambahays and over a million of these people are on a live out arrangement.

Domestic workers in the Philippines have always been considered as a low paying job for those people who was not able to finish their primary, secondary, and or no education at all. However, this job has been very significant to many people as a good source of income for their daily living.

According to the International Labor Organization's (ILO) meaning for domestic workers, these are people who perform tasks in a private household or households. They provide both indirect and direct care services. It includes house cleaning, cooking meals, washing, and ironing of clothes, nanny duties or even taking care of elderly within the household members and more domestics chores. Some are stay-in, and others are "stay-out". A domestic worker may be a local or foreigner and sometimes called as migrant domestic worker.

In the country, many females from the provinces or rural areas are usually recruited by their family, friends, and relatives to work for a well-off family as household employers. They were typically hired indirectly. Some of them are as young as fifteen (15) years of age but mostly from the age bracket of twenty (20) and up. However, most employers always preferred experienced domestic workers rather than young ones to be hired as kasambahays as it involves child rearing as primary work.

Aside from DOLE, another agency that is given the task to monitor and implement the provisions of Batas Kasambahay is the Department of Interior and Local Government (DILG). Their role is to ensure that all employers with hired domestic workers the necessity to report and comply with the law through proper registration with various agencies to protect the fundamental rights of their house helpers.

Even after the law has been long implemented, one primary and widespread labor violation that most employers do not follow is the registration of their hired kasambahay in various agencies like the Social Security System (SSS).

Based on the Labor Code of the Philippines, domestic workers who is receiving an amount corresponding with the correct bracket of the agency's Contribution Schedule will be entitled and covered of SSS premium contribution together with its benefits. However, still, many of the employers evade from doing it and some household employees also participates to this practice to date.

According to the Former DILG Secretary Eduardo Ano, only 8% of all 42,046 barangays in the country had reported their domestic employees indicating a very low compliance of employers with the Domestic Workers Act.

This qualitative study will involve how its implementation can be described and evaluated based on the following indicators. Hiring of kasambahay, the rights of both kasambahay and employers including their obligations and post-employment. Moreover, this study will also find reasons and hindrances that cause issues and concerns on the right of kasambahay including the employers' part.

1. 2 Statement of Objectives

This study evaluated the compliance of the Domestic Workers Act implementation in Puerto Princesa City. Specifically, this sought to answer the following questions:

- To narrate the lived experiences of Household Domestic Workers in Puerto Princesa.
- To identify government assistance program provided to domestic workers.
- To propose measures that will solve the prevailing problems.
- To identify the implications of the study to Public Administration.

II. METHODOLOGY

2. 1 Locale of the Study

The researcher had randomly selected kasambahays to conduct the research in the province of Puerto Princesa City. The city of Puerto Princesa is geographically composed of sixty-six (66) barangays in total. There are thirty-five (35) considered Poblacion-barangays situated near the heart of commerce. However, the researcher had primarily focused near the five (5) to eight (8) kilometer radius where the provincial capitol was the central landmark of the study. Meanwhile, households situated outside the given radius were minimally considered as it may pose threat to the safety of the researcher.

2. 2 Data Gathering Procedure and Sampling Design

Initially, Purposive Sampling was performed by the researcher to the barangays of the Puerto Princesa City. This method is commonly known as judgmental, selective, and or subjective sampling. It is a non-probability sampling where the researcher relies on his own judgment to choose a participant. However, due to the reluctantness of the chosen respondents, the researcher recalibrates his sampling design. The Snowball Sampling was utilized in the study as mode of data gathering. This type of sampling technique is a non-probability type where new units are recruited by units to form parts of the sample. In this case, the respondents of the study will include house helpers and employers in the city province.

The researcher had utilized three (3) data collection methods as instruments in gathering information: (1) interview; (2) survey guide questionnaire; and (3) observation guide.

Interview. The interview was the primary method in gathering data. It was conducted by the researchers to validate and support answers and claims of the respondents in the survey guide questionnaire.

Documentary Analysis. Documents have been interpreted by the researcher to provide voice and meaning on an assessment topic. Sentiment analysis has also been used to analyze the response of the researcher's respondents.

Observation. As this study had required face to face survey and interview, observation was done directly by the researcher if Domestic Workers Act are correctly implemented in the household of respondents.

Data Analysis.

The researcher's collected data were analyzed and summarized in narrative format and analyzed with Sentiment Analysis. Some data were arranged into table formats to shortlist specific findings regarding issues, concerns, challenges, hindrances, suggestions, remarks, and comments of the respondents.

2.3 Conceptual framework

This study was conducted in random households of Puerto Princesa City. It was composed of twenty (20) kasambahays and fifteen (15) household employers as respondents of various age, gender, ethnicity, civil status, socio-economical and educational background. Purposive sampling was used as methodology in selecting respondents to avoid bias. Initially, the researcher sought assistance to the chosen and involved barangays through their respective officials to facilitate and guide the researcher during the on-site interview. A series of questions were asked of the respondents to check their knowledge, ideas, insights, concerns, issues, challenges, suggestions, and recommendations on R.A. No. 10361 or Domestic Workers Act.

The guide questions were comprised of series of open-ended statements for the member and employers to narrate their personal and first-hand experience in accordance with the Batas Kasambahay. Analysis of all collated data were interpreted individually after the interview to narrow down and shortlist major and minor details. As such, formulation and conceptualization of possible outcomes and solutions to the researcher's questions were indicated in the statement of the objective.

III. PRESENTATION, ANALYSIS, AND INTERPRETATION OF DATA

TABLE 1
SENTIMENT ANALYSIS RESULT

compound continuous	Label	Response	f
-0.1644	Negative		
-0.9582	Negative	Positive	12
-0.4567	Negative	Neutral	0
-0.7394	Negative	Negative	8
0.6941	Positive		
-0.8895	Negative		
-0.9715	Negative		
0.9603	Positive		
-0.7933	Negative		
0.9625	Positive		
0.102	Positive		
0.982	Positive		
0.9508	Positive		
0.819	Positive		
-0.6775	Negative		
0.9928	Positive		
0.9865	Positive		
0.9717	Positive		
0.8951	Positive		
0.9817	Positive		

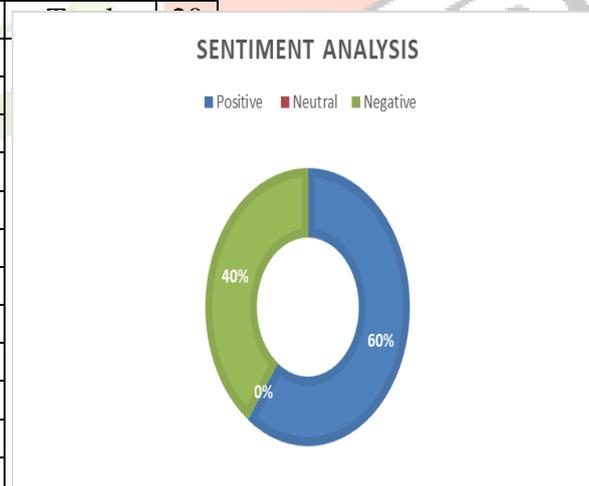


Table 1 showed in the sentiment analysis, it showed that 60% of the total household employees' response have positive result while negative outcome only reached 40% of the analysis. The assessment for data interpretation has shown that more than half of the domestic workers who work in Puerto Princesa City answered in an optimistic manner. Moreover, their perception about issues, concerns, and problems were handled properly.

TABLE 2
GOVERNMENT ASSISTANCE PROGRAM

Government Assistance Programs for Kasambahay				
Government Assistance	Yes	No	Type of Assistance	
1		✓	None	
2		✓	None	
3		✓	None	
4		✓	None	
5		✓	None	
6		✓	None	
7		✓	None	
8	✓		4P's and DOLE Tupad	
9	✓		4P's	
10		✓	None	
11		✓	None	
12		✓	None	
13		✓	None	
14		✓	None	
15		✓	None	
16		✓	None	
17		✓	None	
18		✓	None	
19		✓	None	
20		✓	None	

Table 2 presents that these two cited programs were not actually kasambahay centered programs but a general assistance for the affected people of the community and other groups. Hence, may not be considered as kasambahay program.

According to the Department of Social and Welfare Development (DSWD) Memorandum Circular No. 19 s.2020 titled Special Guidelines on the Provision Livelihood Assistance Grant during the pandemic may possibly considered programs for domestic workers as it indicates one of the beneficiaries. Unfortunately, to date, there are no known programs for this sector but only transitory projects coming from the Local Government Unit (LGU).

We hope that the government will be establishing more comprehensive and domestic worker focus programs as this will not only benefit local house helpers but also those who came from abroad working as DH.

TABLE 3
PROPOSED MEASURES OF THE PREVAILING PROBLEMS OF KASAMBHAHAYS AND EMPLOYERS

PROBLEMS ENCOUNTERED	MEASURES	OBJECTIVE	STRATEGIES	EXPECTED OUTCOME
Lack of monitoring of the implementing unit in their area of jurisdiction and ineffective registration system	Intensified campaign for regular inspections of households with employers in the barangays	Constant of update the masterlists and closely monitor of households with kasambahays	Twice a month the barangay-LGU will conduct house-to-house visit to their constituent to check those households for newly hired kasambahay	The barangay officials can monitor families with kasambahays and provide data towards the DILG and DSWD.
	Formulate a registration system for the kasambahay in the barangays to determine the location of household with kasambahays	For easy tracing and monitoring of houses with hired kasambahays	Assigned personnel will maintain soft and hard copy of Masterfile for the houses with kasambahays.	The barangay can submit actual census of kasambahays within their local area of jurisdiction.

Non-compliance of employers with the mandatory benefits for domestic workers	Ensuring Mandated benefits are given and complied	Safeguarding kasambahays rights and ensuring the obligations of employers are followed	In line with the house-to-house visit, assigned barangay official will conduct interview to the kasambahay and employer to mandate the implementation of the "Batas Kasambahay"	Increase in registration of benefits in various government agencies and protecting the rights of the kasambahays
Unavailability of free livelihood programs and trainings for household employees	Providing free livelihood programs and vocational trainings	Increase growth and developing new skills to kasambahays. May create other source of income.	The higher government will create and conduct permanent livelihood programs in different provinces and offer other vocational trainings for kasambahays	Will provide more options in other nature of work or industries (skill work) for our kasambahays
Low salary and compensation	Incremental of salary and wages	Provide stable and sufficient salary for kasambahays	Re-evaluation of the salary matrix scheme every three years	Maintain quality of life for kasambahays
Insufficient financial sustenance	Establishing Financial Lending Institution focused on Kasambahays	To provide stable and permanent lending institution for kasambahays	The government will create a lending company exclusive for house helpers	Additional financial assistance through lending institution for domestic workers run by the government.
Lack of safety and security for hiring employers	Protection for the safety and security of employers	Maintains peace, harmony, and securing household safety in local area of jurisdiction.	In connection to routine house-to-house visit, household families will feel protected by their barangay official.	Create strong sense of trust and confidence to the barangay officials and constitute good rapport and harmonize with their constituents. As well as, changing the negative image of public servants.
	Mandatory submission of Pre-employment requirements	Provide credible and correct background information to the hiring employer	Submission of at least three primary records such as CV/Bio Data, Police Clearances/NBI Certificate, and health certificate.	Boost confidence and preserving the peace of mind of employers.

Table 3 showed the problems encountered by the kasambahays and employers based on the interview performed by the researcher. Proposed measures were formulated including strategies and their feasible outcomes.

3.1 Implication of the study to Public Administration

The government aims to create laws that are useful for the public especially to a certain group who are the primary reason for its creation. In this case, this law that was made and mandates is to provide protection to Kasambahays. The Domestic Workers Act is an ideal law when implemented accordingly, it can greatly strengthen the rights of domestic workers. However, some sections of the law are still taken for granted and or by-passed by both parties causing problems and issues for that arises at the latter part. One issue is about registration in which most employers does not want to do.

In general, simplification of processes and procedures can greatly help Kasambahays, for their application if there is, and Employers, for registration of their employees. Streamlining of registrations and other procedures of the policy must be done. Without simplifying and making any amendments of the law, the employers will be reluctant to abide and will never partake with their given obligations. Tedious paper works are very uncomfortable loads to most employers. It takes so much time for them to do and brings hassle on their end to visit various offices. There may be suggested workflow to it but still submission of documents should be done.

In 2007, the Anti-Red Tape Act was implemented but due to its flaws, it was amended and superseded with the latest law, the Ease of Doing Business and Efficient Government Service Delivery Act of 2018 (R.A. 11032) which was approved and implemented in 2018. If all concerned agencies given with task under the Batas Kasambahay can possibly put it online and limit the personal submissions of individual forms in other agencies, it will be easier and more practical as most people are already oriented with the online services rendered by other government offices. In line with the R.A. 11032, most transactions can be done with few clicks away.

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