Domestic Workers in the United States
Discussing the Narrative of Filipino Women

by: Prosie Iana Palad
The Leadership Scholars Certificate Program is a two-year selective, interdisciplinary certificate program that prepares Rutgers undergraduate women to be informed, innovative, and socially responsible leaders.

Leadership Scholars design and implement social action projects to expand their understanding of issues and problems and to develop leadership skills.

This project gives Scholars the opportunity to apply the theoretical knowledge they have gained about leadership, advocacy, and social change with the practical and experiential knowledge they have developed about a particular policy issue or problem through the field site placement. It also further develops leadership skills by giving undergraduates the opportunity to practice leadership through action.

To find out more please visit the Institute for Women’s Leadership’s website at http://iwl.rutgers.edu.
## TABLE 1.1 Distribution of Overseas Filipino Workers by Sex and Region: 2017

<table>
<thead>
<tr>
<th>Region</th>
<th>Both Sexes</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Philippines</td>
<td>2,339</td>
<td>1,084</td>
<td>1,255</td>
</tr>
<tr>
<td>Number (in thousands)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>National Capital Region</td>
<td>9.5</td>
<td>11.3</td>
<td>7.9</td>
</tr>
<tr>
<td>Cordillera Administrative Region</td>
<td>2.3</td>
<td>1.6</td>
<td>3.0</td>
</tr>
<tr>
<td>I - Ilocos Region</td>
<td>9.0</td>
<td>7.4</td>
<td>10.4</td>
</tr>
<tr>
<td>II - Cagayan Valley</td>
<td>6.8</td>
<td>4.1</td>
<td>9.2</td>
</tr>
<tr>
<td>III - Central Luzon</td>
<td>12.9</td>
<td>14.9</td>
<td>11.1</td>
</tr>
<tr>
<td>IVA - CALABARZON</td>
<td>20.7</td>
<td>24.2</td>
<td>17.8</td>
</tr>
<tr>
<td>IVB - MIMAROPA</td>
<td>1.8</td>
<td>1.7</td>
<td>1.9</td>
</tr>
<tr>
<td>V - Bicol Region</td>
<td>3.8</td>
<td>3.4</td>
<td>4.2</td>
</tr>
<tr>
<td>VI - Western Visayas</td>
<td>9.5</td>
<td>10.0</td>
<td>9.1</td>
</tr>
<tr>
<td>VII - Central Visayas</td>
<td>6.1</td>
<td>9.1</td>
<td>3.5</td>
</tr>
<tr>
<td>VIII - Eastern Visayas</td>
<td>2.1</td>
<td>2.6</td>
<td>1.6</td>
</tr>
<tr>
<td>IX - Zamboanga Peninsula</td>
<td>2.1</td>
<td>1.5</td>
<td>2.6</td>
</tr>
<tr>
<td>X - Northern Mindanao</td>
<td>2.5</td>
<td>2.4</td>
<td>2.6</td>
</tr>
<tr>
<td>XI - Davao Region</td>
<td>3.0</td>
<td>1.7</td>
<td>4.2</td>
</tr>
<tr>
<td>XII - SOCCSKSARGEN</td>
<td>4.2</td>
<td>2.0</td>
<td>6.2</td>
</tr>
<tr>
<td>Caraga</td>
<td>1.7</td>
<td>1.2</td>
<td>2.1</td>
</tr>
<tr>
<td>Autonomous Region in Muslim Mindanao</td>
<td>1.9</td>
<td>0.9</td>
<td>2.7</td>
</tr>
</tbody>
</table>

**Source:** Philippine Statistics Authority, 2017 Survey on Overseas Filipinos

**Why?**

**cultural aspect**
Graph 1: Number of domestic workers: All, women, men (LFS sources)

SOURCE: Domestic Workers in the Philippines: Profile and Working Conditions, ILO
Domestic Worker

**Maid:** cleans the residence, does laundry including ironing, serves the members of household

**Cook:** does grocery shopping and prepares the meals in the household

**Yaya:** takes care of the children of the household

**All rounder:** performs a combination of the above, including, cleaning, laundry, grocery shopping, cooking, and in some cases, child care

Problems

- No Written Contract
- False Contract or Violation of contract terms
- Long Working Hours, with no day off or overtime
- Assignment of non-household duties
- Nonpayment or late payment of wages

Source: ilo.org
REGARDLESS OF CITIZENSHIP STATUS YOU STILL HAVE RIGHTS

YOU HAVE THE RIGHT TO BE PAID WHETHER YOU HAVE PAPERS OR NOT

WITHOUT A WARRANT, POLICE CANNOT ENTER YOUR HOUSE. ASK POLICE TO SHOW A WARRANT SIGNED BY A JUDGE
### WHAT IS A DOMESTIC WORKER?

- NANNIES
- HOUSEKEEPERS
- CAREGIVERS
- PROVIDE HOUSEHOLD LABOR WITHIN PRIVATE HOMES
- HOME HEALTH CARE GIVERS

### NJ LAWS

**ALL DOMESTIC WORKERS ARE COVERED BY NJ'S MINIMUM WAGE & OVERTIME LAWS**

- 2018 - $8.60
- 2019 - $8.85

**MUST BE PAID AT LEAST TWICE A MONTH**

**EVEN IF YOU ARE SENT HOME, YOU MUST BE PAID FOR AT LEAST ONE HOUR**

**LIVE-DOMESTIC WORKERS SHOULD BE PAID AT LEAST 8 HOURS, IF NOT ALL HOURS WORKED**

### YOUR EMPLOYER CANNOT

- TAKE AWAY YOUR PERSONAL BELONGINGS OR DOCUMENTS
- HIT YOU, THREATEN YOU, OR ABUSE YOU
- SEXUALLY ASSAULT TOUCH YOU
- WITHHOLD YOUR PAY

### YOU CANNOT BE FIRED FOR EXERCISING WORKERS' RIGHTS

- KEEP A NOTEBOOK TRACKING HOURS AND PAY.
- KEEP YOUR RECORDS IN A SAFE PLACE.
A PESAR DE SU ESTADO DE CIUDADANÍA, TU TIENES DERECHOS

SI TENGA LOS DOCUMENTOS O NO, UD. TIENE EL DERECHO DE RECLAMAR LOS SALARIOS

SIN UNA ORDEN JUDICIAL, LA POLICÍA NO PUEDE ENTRAR EN SU CASA. PÍDALES QUE LE MUESTRE UNA ORDEN JUDICIAL FIRMADA

CONOCE SUS DERECHOS
LOS TRABAJADORES DEL Hogar
<table>
<thead>
<tr>
<th>¿QUIEN SON LOS TRABAJADORES DEL HOGAR?</th>
<th>LEYES DE NJ</th>
<th>EL EMPLEADOR NO LE PUEDE</th>
<th>NO PUEDE SER DESPEDIDO PARA EJERCITAR SUS DERECHOS</th>
</tr>
</thead>
<tbody>
<tr>
<td>USTED ES NIÑERO O PROVEEDOR DE CUIDADO DE NIÑOS</td>
<td>UD. ESTÁ CUBIERTO POR LEYES BÁSICAS DE HORAS Y SALARIOS INDEPENDIENTE DE TU ESTATUS MIGRATORIO</td>
<td>LLEVARSE LAS PERTENENCIAS O DOCUMENTOS</td>
<td>GUARDA UN CUADERNO DE TODOS SUS HORAS Y SU PAGO</td>
</tr>
<tr>
<td>LIMPIA CASAS O COCINAS</td>
<td>2018 - $8.60</td>
<td>GOLPEAR, AMENAZAR, O ABUSAR</td>
<td>GUARDA LOS REGISTROS EN UN LUGAR SEGURO</td>
</tr>
<tr>
<td>CUIDA DE PERSONAS CON DISCAPACIDAD O PERSONAS MAYORES</td>
<td>2019- $8.85</td>
<td>SEXUALMENTE ASALVAR O TOCAR</td>
<td></td>
</tr>
<tr>
<td>PROPORCIONA EL TRABAJO EN EL HOGAR</td>
<td>DEBEN SER PAGADOS POR LO MENOS DOS VECES AL MES</td>
<td>RETENER EL SUELDO</td>
<td></td>
</tr>
<tr>
<td>ASISTENTE DE PERSONAS CON DISCAPACITADO O PERSONAS MAYORES</td>
<td>DEBE PAGARSE AL MENOS UNA HORA SI LE ENVÍA A CASA</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>LOS TRABAJADORES DEL HOGAR QUE VIVEN CON FAMILIA, DEBEN SER PAGADOS POR LO MENOS 8 HORAS, SI NO TODOS LAS HORAS.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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Organizations

**Damayan – New York**

Eliminate labor trafficking, fight labor fraud and wage theft, and to demand fair labor standards to achieve economic and social justice.

IE/ Justice for Edith and Sherile

**New Labor**

Internship from Spring 2018

Talk with domestic workers in Lakewood, NJ

Struggles they face with wage theft, payment issues (not being paid for trial), ensure justice and inclusion for immigrant communities through community organizing and advocacy, legal services, and health and safety initiatives. These services are available to all who hope to further our cause.

IE/ Let’s Drive Campaign

**Wind of Spirit**
Insights Research
The stories of domestic workers & their precarious work situation

Working with other organizations
BACKUP PLAN

What is the main goal?
For the future

My obstacles were found fairly late in the project, however, is still be able to be worked on

Providing a Know Your Rights program

Reaching out to international groups

Failures as lessons

Research and groundwork

Impact
Works Cited


