

Domestic Workers in the United States

**Discussing the Narrative of Filipino
Women**

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Institute for Women's Leadership

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.

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wJfy?

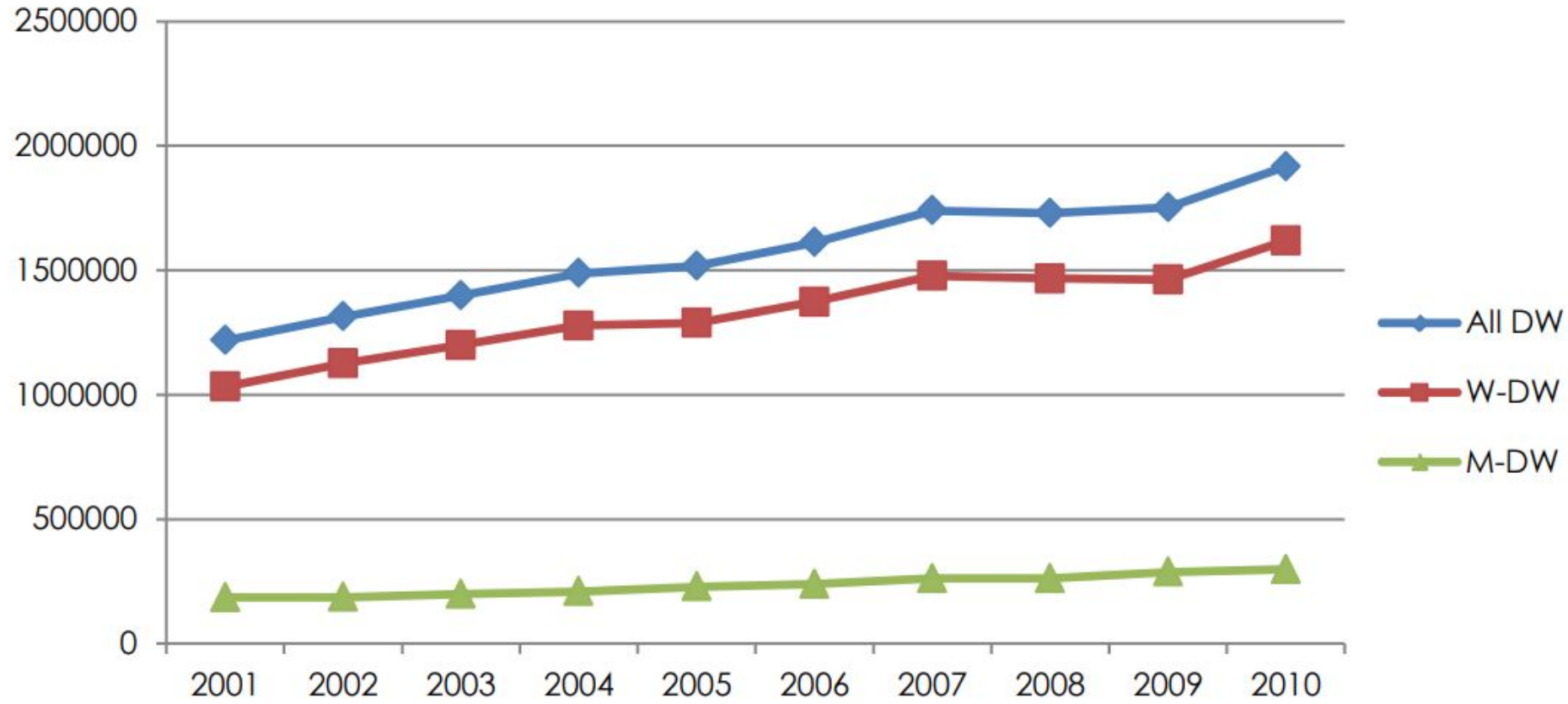
Source: Philippine Statistics Authority, 2017 Survey on Overseas Filipinos

**TABLE 1.1 Distribution of Overseas Filipino Workers
by Sex and Region: 2017**

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

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

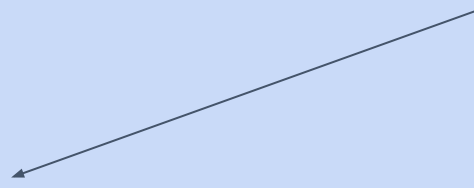
Source: ilo.org

Process

***Transfer research into
local Domestic Work***



Gabriela, NJ



***restaurant
workers in
Jersey City***



***Know your Rights
Program***



Pamphlet

**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**

RESOURCES



**KNOW YOUR
RIGHTS**

DOMESTIC WORKERS



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
POLICIA NO PUEDE ENTRAR
EN SU CASA. PÍDALES QUE LE
MUESTRE UNA ORDEN
JUDICIAL FIRMADA**

RECURSOS



**CONOCE SUS
DERECHOS**

**LOS TRABAJADORES DEL
HOGAR**

¿QUIEN SON LOS TRABAJADORES DEL HOGAR?

USTED ES NIÑERO O PROVEEDORO DE CUIDADO DE NIÑOS

LIMPIA CASAS O COCINAS

CUIDA DE PERSONAS CON DISCAPACIDAD O PERSONAS MAYORES

PROPORCIONA EL TRABAJO EN EL HOGAR

ASISTENTE DE PERSONAS CON DISCAPACITADO O PERSONAS MAYORES

LEYES DE NJ TODOS LOS TRABAJADORES DEL JOGAR SON

UD. ESTÁ CUBIERTO POR LEYES BÁSICAS DE HORAS Y SALARIOS INDEPENDIENTE DE TU ESTATUS MIGRATORIO

2018 - \$8.60

2019- \$8.85

DEBEN SER PAGADOS POR LO MENOS DOS VECES AL MES DEBE PAGARSE AL MENOS UNA HORA SI LE ENVIA A CASA

LOS TRABAJADORES DEL HOGAR QUE VIVEN CON FAMILIA, DEBEN SER PAGADOS POR LO MENOS 8 HORAS, SI NO TODOS LAS HORAS.

EL EMPLEADOR NO LE PUEDE

LLEVARSE LAS PERTENENCIAS O DOCUMENTOS

GOLPEAR, AMENAZAR, O ABUSAR

SEXUALMENTE ASALTAR O TOCAR

RETENER EL SUELDO

NO PUEDE SER DESPEDIDO PARA EJERCITAR SUS DERECHOS

GUARDA UN CUADERNO DE TODOS SUS HORAS Y SU PAGO

GUARDA LOS REGISTROS EN UN LUGAR SEGURO

Organizations

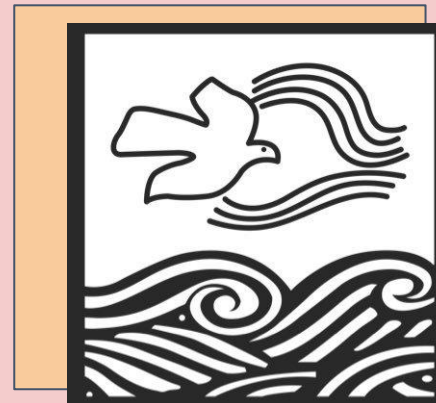
Damayán - New York

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



Wind of Spirit



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

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),

Insights



Research

The stories of domestic workers & their precarious work situation



Working with other organizations

BACKUP PLAN



What is the main goal?



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

For the future

Failures as lessons

Research and groundwork

Impact



Works Cited

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