

Local Government Social Service Delivery to Local Child Domestic Workers

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Abstract:

This study aims to assess the perceptions of the CSWDO personnel and Kasambahays in the delivery of local social services to Child Domestic Workers (CDWs) in Lapu-Lapu City as basis to develop an intervention plan. The data gathered are the profile of the respondents as to: age and gender, civil status, educational attainment, designation, length of service in the office, basic information about the CDWs, type of household work, no. of years as domestic worker, salary received, hours spent for daily work, method of payment of wages, lodging, food, medical assistance, benefits received, treatment of employers, abuses, and reasons of working. It also considered the extent social services delivery for the Domestic Workers as perceived by both respondents in terms of: registration, pre-employment services, quick response mechanism, education and training and social protection and health. Finally, it showed the significant difference between the two respondents on the social services as well as the ranking of issues and concerns. In summary, the local government unit plays a vital role in safeguarding the rights and well-being of the CDWs. Addressing the challenges of hidden labor and providing comprehensive services are essential steps in delivering effective social services and enabling them to break free from the cycle of exploitation.

Keywords: Child Domestic Worker, CSWDO, Cycle of Exploitation, Delivery of Social Services, Abuses, Type of Household Work, Benefits Received, Intervention Plan

1. INTRODUCTION

1.2 BACKGROUND OF THE STUDY

People today prefer to allot less time for themselves or their families because they are so busy trying to make a life. To keep up with the enormous demand at work, particularly in the use of current technologies, they are too busy doing their jobs. They were unable to perform household duties on their own after this. Some people find it difficult to give their kids their whole attention. Therefore, a domestic worker is essential, particularly for middle-class and upper-class families. Cleaning the house, doing laundry, ironing clothes, preparing meals, minding the kids, and other jobs are made easier by the domestic workers. Working parents can now spend more time with their loved ones due of the Domestic Workers' presence because someone else is taking care of the domestic duties. Families with busy schedules really benefit from the assistance of domestic workers.

For many decades, Filipino houses have relied heavily on domestic workers, or "kasambahays," as they are known both domestically and internationally. Despite their contributions to society, they continue to

be regarded as invisible in the neighborhood because no one is aware of their true working conditions because they are housed in private residences.

Many of them did not complete their primary school, and others suffered abuse at the hands of their employers or fellow household members. The majority of them did not have access to basic information about their legal rights or the chance to pursue higher education. It goes without saying that they were not properly aware of the fundamental social services and support systems that were available to them as lawful residents of the Land.

According to the Labor Force Survey 2010, there are 1.8 million domestic assistants employed in private houses across the nation, making up 13.73% of all wage employment in the private sector. Furthermore, there are an estimated 600,000 to 2.5 million juvenile domestic workers (also known as *batang kasambahays*) in the Philippines with ages 5 to 14 years' old who are working in the private industry and about 373,000 children work in private homes.

This is contrary to the statistics of Visayan Forum Foundation, Incorporated (VFFI) 2011 which declares that at least 2.5 million persons working as domestic worker and that 1 million are children. In the recent survey of the National Statistics Office Labor Force, 80% of the domestic workers are female, with figures ranging from a high of 92% to a low of 86%.

The non-government organization, VFFI, organized more than 10,000 *Kasambahays* in Lapu-Lapu City. The organization has discovered that 80% of these are *Batang Kasambahays* who opted to migrate in the said City to be able to continue their studies. According to them, the number of *Kasambahays* in Lapu-Lapu City is increasing but they are still not given much attention by the local government, especially that there are cases of abuse since they work in the private homes.

The Labor Code of the Philippines or Presidential Decree No. 442 was criticized by many for some of its content. All sectors in the country agreed that the existing Labor Code is outdated and out of touch with the problems of the sector. The debate centers on how to start updating the law and how far we should go introducing new provisions to protect domestic workers. Understandably, concerns revolve on affordability and enforceability.

Often, people believe that trying to redefine anything may just add to confusion. But in this case, the definition of "household helper" set by the Labor Code is the main root of endless confusion. The **Philippine Labor Code under Chapter 3 Article 141** defines **domestic or household service** as "services usually necessary or desirable for the maintenance and enjoyment of employers and includes ministering to the personal comfort and convenience of the member of the employer's household."

According to Mrs. Cecilia Flores Oebanda Pacis, President of VFFI, this definition is always prone to abuse and various misinterpretations. Due to the highly broad and ambiguous definition, employers are also free to consider domestic workers like personal servants to whom they can assign an endless number of chores justifiable by the ease and comfort with which they do so. She stated that her organization, together with other partners, pushed for the rights of the Domestic Workers or *Kasambahays*, and that there was a need to amend this classification by adopting the word "normal household chores." They even took the lead in the one (1) million signature drive to enact the law. Their perseverance came off after nearly ten years of struggle. In 2013, a national law defending domestic workers' rights was adopted.

The Senate and House of Representatives finally agreed to enact Senate Bill No. 78 and House Bill No. 6144 as Republic Act 10361, also referred to as the Batas Kasambahay, on November 27 and November 26, respectively. The law that defends the rights of domestic workers was enacted and signed

on January 18, 2013, and it became effective on June 4, 2013. The National Capital Region's minimum wage for domestic workers is P2,500; chartered cities and first-class municipalities' minimum wage is P2,000; and all other municipalities' minimum wage for domestic workers is P1,500 plus the 13th month's salary. It was also stated that Domestic Workers shall be provided with benefits such as Social Security System (SSS), the Philippine Health Insurance Corporation (PhilHealth), and the Home Development Mutual Fund or Pag-IBIG, and will have 8 hours rest every day with one day off. On the other hand, those Domestic Workers earning P5,000 and up, they will pay for all the benefits stated above.

The Act specified that children between the ages of 15 and 18 may be worked as long as their fundamental needs, such as food, shelter, education, and leisure time, are met. Additionally, the tasks assigned shouldn't endanger his or her health or safety. According to Section 10A, Section 12-A, Paragraph 2, Section 12-D, and Section 13 of Republic Act No. 7610, as amended, also known as the "Special Protection of Children Against Child Abuse, Exploitation, and Discrimination Act," as well as Section 2 of Republic Act 9231, children under the age of 15 are not permitted to work unless they meet the following requirements.

In 2007, the City of Lapu-Lapu passed a **Kasambahay Local Ordinance** protecting the rights of Kasambahays in the locality. The City Government created a committee to oversee the implementation of such law. The Kasambahay Program Implementation Committee (KPIC), composed of local agencies such as City Social Welfare Development Office (CSWDO), Philippine National Police (PNP), Department of Interior and Local Government (DILG), Association of Barangay Captains (ABC) and key Council Committees are mandated by the local Ordinance to develop strategies and approaches to touch base. Different approaches to help the Kasambahays have been developed and were used to ensure that their welfare will be addressed. These approaches include community-based, center-based and household-based. The **community-based approach** is largely a preventive move. It provides Domestic Workers with educational assistance for formal and Alternative Learning System (ALS) education. The **center-based approach** involves putting up a shelter for abandoned and distressed Domestic Workers, while the **household-based approach** reaches out to Domestic Workers in numerous homes or homeowners associations. The Kasambahay Desk Officers conduct informal dialogues with the employers and Kasambahays to know them better, understand their situation, offer assistance and impart desirable values. Despite the existence of the Kasambahay Local Ordinance, there were still reports of abuses to Kasambahays. Furthermore, the majority of the Kasambahays were not fully aware of the local law and did not receive any service from the local government unit. The government personnel are challenged to address the concerns of the Kasambahays to be able to lessen the reports of abuses.

But the passage of the national and local laws for Kasambahays was a giant step in addressing their welfare all over the country, most especially the Batang Kasambahays. They are already protected by law unlike before where abuse is tremendously increasing.

This research recommended strategies on how the local government can effectively implement its mandate in addressing the concerns of the Batang Kasambahays in their locality. Moreover, there is a need to involve the employers in protecting their rights.

1.2 Theoretical Conceptual Framework

The study's theory is based on Anne C. Kubisch's Theory of Change. By describing the links between an endeavor's short-, intermediate-, and long-term results, this exemplifies the transformation process. The

"outcomes pathway" is a chart of the identified alterations that shows how each modification makes sense in respect to the others and flows chronologically. (Kubisch, 1997)

Theory of Change innovates by (1) identifying intended and actual outcomes, and (2) allowing stakeholders to model their desired outcomes prior to choosing intervention strategies to attain those goals. It's a common misperception that Theory of Change is solely a planning and evaluation tool. In addition, the process must include a wide range of individuals and opinions in order to produce solutions. (Ibid)

Theory of Change might start at any point in an effort depending on its intended use. The greatest hypothesis to use while developing an endeavor is one that is created from the beginning. After creating a change model, practitioners can decide on strategy and tactics with more knowledge. Stakeholders can modify the Theory of Change as needed based on new monitoring and assessment data. In retrospect, a Theory of Change can be developed by reading program documents, consulting with stakeholders, and evaluating statistics. To understand the past and make plans for the future, this is usually done during reviews to consider what has worked and what has not. (Ibid)

The theory began in the middle of 1990s from the field of program theory and evaluation. (Coryn et al, 2011, pp. 199). Theory of Change is not only about coming up with new program if it effective but also explain what strategies being used to be effective. (Austin and Bartunek, 2004, p. 309)

According to industrial-organizational psychologists Austin and Bartunek, strategies for organizational growth are typically based on more or less explicit presumptions. In the 1990s, the Aspen Institute Roundtable on Community Change pioneered the theory of change as a method for modeling and analyzing large-scale community initiatives.

Numerous eminent methodologists have been thinking about how to apply program theories to assessment since 1980, including Huey Chen, Peter Rossi, Michael Quinn Patton, Heléne Clark, and Carol Weiss. The Roundtable's early efforts were concentrated on solving the challenges of evaluating intricate community initiatives. *New Approaches to Evaluating Comprehensive Community Initiatives*, the product of this work, was published in 1995. Moreover, in the book, Carol Weiss, mentioned that the main reasons of complex programs are hard to evaluate. (Coryn, et al, 2011 p. 199)

The important first step is identifying a workable long-term goal and outcomes. The former should be realistic to achieve and everybody understands. Figure 1 shows the importance of the international and national laws in order to come up with programs and services for the Kasambahays.



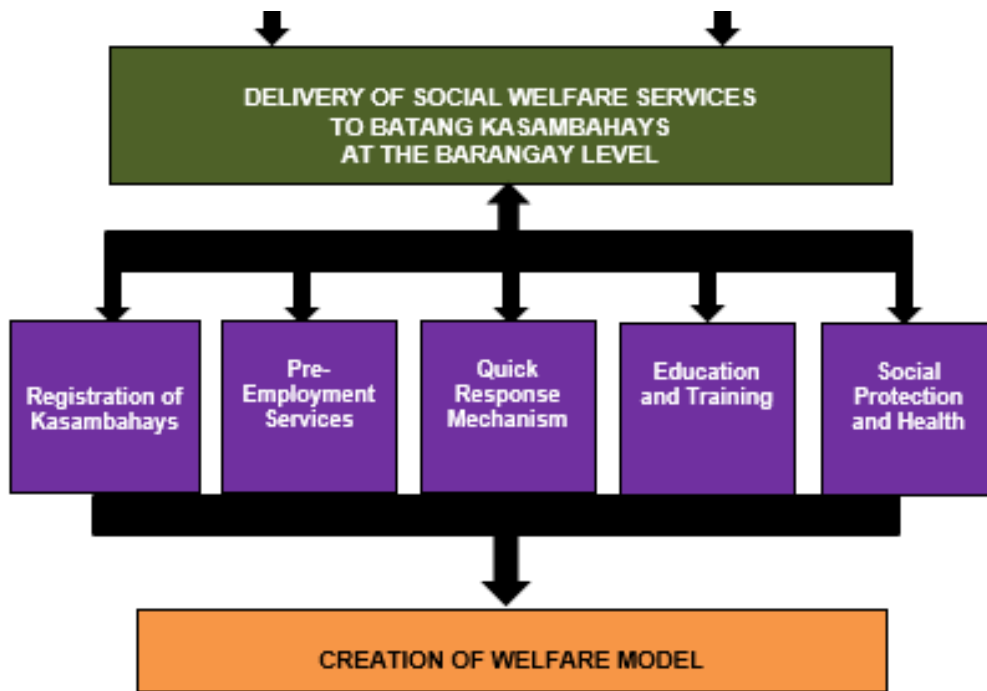


Figure 1. Theoretical Framework

Conceptual Framework

The conceptual framework of this study as presented in Figure 2 was premised on the social services rendered to the Kasambahays (Domestic Workers) in Lapu-Lapu City and how their needs were addressed. To ensure that the welfare and rights of domestic workers, the relevance of the power and authority of the local government code and the current national law are strengthened. In the public sector, governance is typically defined and anticipated by laws and rules based on the fundamental fulfillment of human rights and welfare. These governmental responsibilities and duties may include making decisions through policies, setting rules, delivering services and programs, and allocating resources.

The governance process can be carried out in a number of ways. Two ideas predominate. These are the techniques and ways of political empowerment and leadership or administration. The latter is frequently referred to as local autonomy, whilst the former is known as style and manner of governance in the Philippine context.

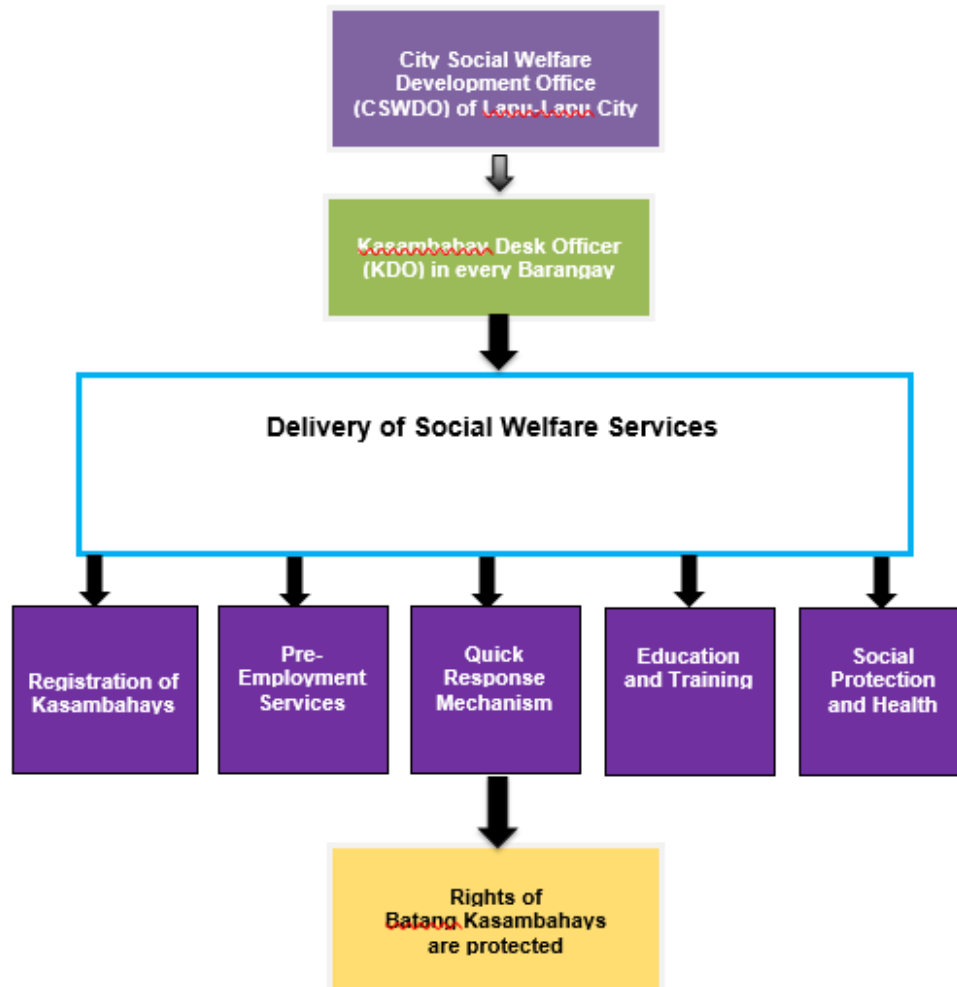


Figure 2. Conceptual Framework

In order to analyze how the ordinance and the national law answer the Kasambahays' concerns regarding the social services being implemented for them, this project's starting grounds are local empowerment and local sovereignty.

The Local Government Unit can react quickly to constituent requirements, especially because they contact with the public frequently to ensure more responsive service delivery. They are able to properly allocate limited resources to the more pressing needs because to their in-depth understanding of the region.

Laws are employed to carry out the local government unit's administratively focused exercise of authority. In essence, what is going on here is decentralization, or the level between the province and the barangay. For this, local government organizations will be in charge. The legislative branch confers authority and jurisdiction upon these governmental entities through laws or ordinances.

THE PROBLEM

This research analyzed the delivery of social services to Child Domestic Workers (Batang Kasambahays) of the City Social Welfare Development Office (CSWDO) in Lapu-Lapu City for Calendar Year 2015 as the basis for a model.

Statement of the Problem

Specifically, this study answered the following:

1. Profile of the respondent groups (both CSWDO personnel and CDWs):
 - 1.1.1 age and gender,
 - 1.1.2 civil status,
 - 1.1.3 highest educational attainment,
 - 1.1.4 religious affiliation,
 - 1.1.5 designation and
 - 1.1.6 length of service in the office (for CSWDO personnel),
 - 1.1.7 type of household work (for CDWs)
 - 1.1.8 number of years with the present employer? (for CDWs)
2. What is the status of addressing the benefits of Batang Kasambahays based on law with regard to:
 - 2.1 wages received,
 - 2.2 method of payment of wages,
 - 2.3 provision of basic needs,
 - 2.4 treatment of domestic worker,
 - 2.5 hours spent for daily work,
 - 2.6 number of family members served,
 - 2.7 privileges and benefits enjoyed,
 - 2.8 job of employer and
 - 2.9 reasons for working?
3. As perceived by the respondent groups, what is the level of implementation of the social services based on the local ordinance along:
 - 3.1 Registration of Domestic Workers,
 - 3.2 Pre-Employment Services,
 - 3.3 Quick Response Mechanism,
 - 3.4 Education and Training, and
 - 3.5 Social Protection and Health?
4. Is there a significant difference of perception between CSWDO Personnel and Batang Kasambahays on the level of implementation of social services based on the aforementioned dimensions?
5. What are the issues and concerns related to the delivery of social services to Domestic Workers in Lapu-Lapu City?
6. Based on the findings of the study, what Batang Kasambahay Welfare Model can be crafted?

Statement of Hypothesis

Null Hypothesis

1. There is no significant difference between the perceptions of the CSWDO personnel and the Batang Kasambahays on the delivery of social services in the locality of Lapu-Lapu City, Cebu for there was already an existing Batas Kasambahay and Kasambahay Local Ordinance that requires strict implementation of such services in the locality.

Significance of the Study

This study is significant as it analyzed the importance of addressing the rights and welfare of the Batang Kasambahays to the implementation of social services by the local and national government. These also pointed out the strengths and weaknesses of the present system of delivery of government programs and

services, as well as identify existing problems that persist in the implementation and management of government services. Furthermore, a welfare model was crafted based on the outcome of the research conducted which will be beneficial to Batang Kasambahays and their employer.

The findings of this study have specific application and relevance to:

Batang Kasambahays of the City of Lapu Lapu. Being the beneficiaries of social services as stipulated in the local ordinance and national law.

Department of Labor and Employment (DOLE). As the National Agency, providing assistance to the Local Government Units in assessing policies relative to the efficient delivery of social services/ programs for Batang Kasambahays and how they could help the LGUs/ NGOs in formulating relevant/ responsive programs to answer problems of the Batang Kasambahays particularly implement measures to ensure protection on the rights and welfare of the Batang Kasambahays.

Department of Social Welfare and Development (DSWD). To provide technical supervision to LGU in creating programs and services to Batang Kasambahays and ensure their welfare inside the private homes. The department will also provide a temporary shelter for abused children and make them ready for reintegration or other interventions needed.

Direct Workers/ Service Providers. Will help set up strategies that will help them in the effective and efficient implementation of their programs for Batang Kasambahays.

Employers of Batang Kasambahays of Lapu-Lapu City. To be able to address the concerns of their Kasambahays and know the limitations on the scope of work to be given to Kasambahays so that they will not violate the existing laws protecting the welfare of Domestic Workers.

Local Government Unit. The prime unit responsible in the delivery of social services to Batang Kasambahays as it will help them assess present situation of the kasambahays and implement guidelines for the kasambahays and society as a whole. Findings of the study will guide them in formulating policies and developing programs/ services that will address to the concerns of Batang Kasambahays and their families.

Non-Government Organizations (NGOs) and other agencies catering to Batang Kasambahays. Guide them on the programs and services for Batang Kasambahays and help them to have an idea on what lacking service should be augmented so that the kasambahays will be given dignity and respected in the law.

Policy and Program Development in assisting Batang Kasambahays. With the rapidly growing number of Batang Kasambahays, there is an urgent demand for welfare agencies in the locality to update their policies, programs and services to effectively address the concerns of the kasambahays.

Researchers of Public Administration students on issues concerning Batang Kasambahays. For valuable information on the effects of welfare programs for all Kasambahays that can be used in conducting their study related to working children. This could also help them to know the plight of the Kasambahays and treat them with dignity regardless of the type of work they are in.

Research Methodology

This study used the descriptive survey or quantitative method with a straightforward qualitative approach as part of the descriptive-correlative research design. Analytical research strives to ascertain why something is the way it is or how it came to be, whereas descriptive research only attempts to determine, describe, or identify what is (Ethridge, 2004).

Through a process of data collecting that enables the researcher to explain the situation in greater detail than was practical without using this method, descriptive research seeks to shed light on present challenges or issues (Fox and Bayat, 2007).

According to Devin Kowalczyk, the main goal of descriptive research is to describe the study's participants. It aims to accurately and appropriately represent the players. In order to answer the questions "what is" and "what exists" in relation to the elements and situations under study, descriptive research is employed to gather data about the phenomenon's current state. Kowalczyk defines a correlation as essentially a connection or association between two variables.

This study assessed the effectiveness and level of compliance with the government's Batas Kasambahay Law and the City Ordinance of Local Government Unit of Lapu-Lapu City.

The researcher utilized the survey questionnaires in order to collect actual data and information regarding the current situation on the delivery of social services to Batang Kasambahays in Lapu-Lapu City as mandated by local and national laws.

A sample survey of intangibles was used in determining the level of satisfaction of clients in selected night high schools in Lapu-Lapu City, in terms of the registration of domestic workers, pre-employment services, quick response mechanism, education & training, and social protection and health. This was also employed by CSWDO personnel implementing the social services to Batang Kasambahays

A focused group discussion with selected respondents was conducted to gather additional information which cannot be collected in the survey questionnaire.

Flow of the Study

This study used purposive or judgment sampling in this investigation. Purposeful or judgment sampling is another non-probability based sampling method according to Kerlinger (1986). It can be identified by a conscious effort to obtain representative samples by including populations or typical locations in a sample. The ideal sample is intentionally selected by the researcher to answer the study topic. Depending on the researcher's practical experience in the research field, the body of published literature, and the study's own data, were utilized in establishing a framework of the variables that could affect a person's participation.

The system approach which tackles on the input, process and output is followed in the study. The Figure 3 below presented the Input, Process and Output (IPO) approach of the systems model. The **Input Block** included the concerns of the Batang Kasambahays and the services being provided to them by the City of Lapu-Lapu. All the details enumerated below comprised the questionnaires. There were two (2) types of respondents who answered the questionnaire being distributed: the CSWDO Personnel and the Batang Kasambahays.

The **Process Block** represents the instrumentation like the use of questionnaire to be distributed to the respondents to identify results which are based on the topic of investigation. Focused group discussions and informal interviews were conducted to gather additional data needed for the research. The statistical tools to be utilized were also included.

The **Output Block** indicates the welfare model on how to improve the delivery of social services to the Batang Kasambahays in Lapu-Lapu City, Cebu.

Environment

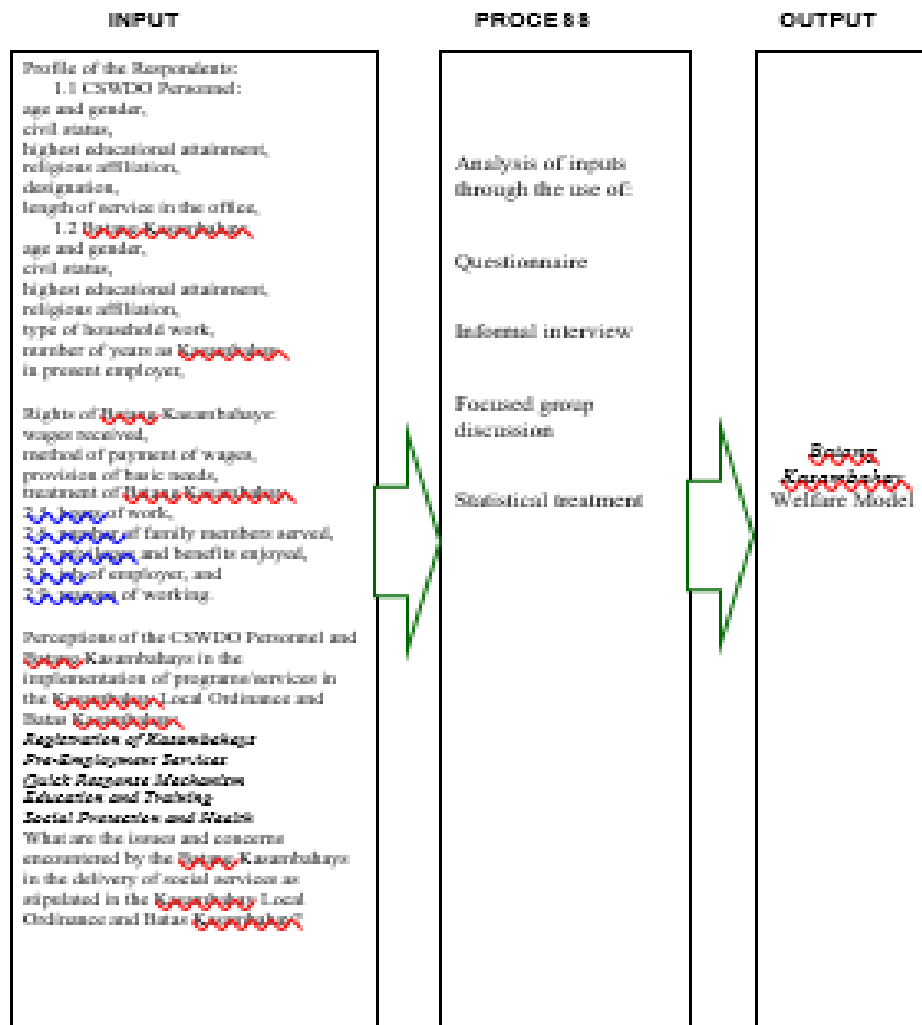


Figure 8: The Flow of the Study

Lapu-Lapu City is found in Cebu Province Philippines. It occupies most of island in Mactan it is few kilometers away from the main island of Cebu and Olango Island is part of it. As per the 2015 Census of Population (POPCEN 2015), Lapu-Lapu City has a total population of about 408,000 people. Lapu-Lapu City is connected to Mandaue City through the Mactan-Mandaue Bridge and Marcelo Fernan Bridge. The Mactan-Cebu International Airport, the second busiest airport in the Philippines, is also located in Lapu-Lapu City. There are so many beaches in the locality which attract tourists to come.

Respondents

Table 1 shows the coming from 30 Lapu-Lapu City CSWDO Personnel and 70 Batang Kasambahays in Poblacion Night High School, Gun-ob Night High School, Basak Night High School, Bankal Night High School and Sudtunggan Night High School, respectively. The Batang Kasambahays are working for the upper class and middle class families.

Meanwhile, there were selected Batang Kasambahays from the respondents who were involved in the focused group discussion to gather additional information about their issues and concerns. A separate

focused group discussion with the CSWDO Personnel was also conducted to hear their concerns regarding the delivery of social services.

Table 1 Distribution of Respondents

Respondents	f	%
Child Domestic Workers in night high schools	70	70
CSWDO Personnel	30	30
Total	100	100

Instrument

The survey questionnaires were the main instrument used in this study. The questionnaires were prepared based on the existing social services being stipulated under the Batas Kasambahay and Kasambahay Local Ordinance in Lapu-Lapu City, Cebu to assess the performance standards in the implementation of the Kasambahay program. The survey questionnaires were prepared in two sets. The first set of survey questionnaire was intended for the CSWDO personnel who are the service providers and the second set was for the Batang Kasambahays who are the clients. The first set of questionnaires intended for the service providers is composed of three (3) parts. The first part is the demographic profile of the CSWDO personnel such as the name, age and gender, civil status, highest educational attainment, religious affiliation, designation and length of service.

The second part asked for the perceptions of CSWDO personnel in the implementation of social services to Batang Kasambahays such as registration of domestic workers, pre-employment services, quick response mechanism, education and training and social protection and health which they evaluated based on how it was effectively delivered to them. The third part were the issues and concerns in the delivery of social services to Batang Kasambahays..

Meanwhile, the second questionnaire intended for the Batang Kasambahays were divided into four (4) parts. The first part is the demographic profile of the Batang Kasambahays such as name, age and gender, civil status, highest educational attainment, type of household work and number of years with present employer, The second part addressed the rights of the Batang Kasambahays which looked into their wages received, methods of payment of wages, provision of basic needs, treatment of domestic workers, hours spent for daily work, number of family members served, privileges and benefits received, job of employer and reasons of working. The third part sought the perceptions of Batang Kasambahays in the implementation of social services such as registration of domestic workers, pre-employment services, quick response mechanism, education and training and social protection and health which they evaluated based on how it was effectively delivered to them. The fourth part presented the issues and concerns in the delivery of social services to Batang Kasambahays.

To enhance the data gathered, a focused group discussions were conducted to both respondents – CSWDO personnel and Batang Kasambahays. The items in the questionnaire as the principal instrument was derived from several sources based on the aspects explored in the study. The questionnaire was made by the researcher based on the ideas, comments and suggestions of some experts.

Data Gathering Procedure

The following procedures were used in gathering of the data:

- 1. Preliminary Preparation.** A letter of request was prepared by the researcher and addressed to the CSWDO Head of Lapu-Lapu City, Poblacion Night High School, Bankal Night High School, Basak Night High School, Gun-ob Night High School, and Sudtunggan Night High School asking permission to conduct the study on the services rendered by the local government unit to the Kasambahays. Upon approval of the request, the researcher conducted a focused group discussion with the CSWDO Personnel and KDOs of CSWDO Office. On the other hand, the Child Domestic Workers in five (5) night high schools mentioned above were organized and the questionnaire was translated by the researcher in the Cebuano language before they were made to answer them.
- 2. Supervision and Retrieval of the Questionnaire.** The supervision of the questionnaire was conducted by the researcher herself through the City Kasambahay Desk Officer to their personnel. An informal interview and focused-group discussions with the respondents was likewise facilitated to gather further information that could not be collected through the use of the questionnaire alone. A retrieval of the questionnaire will follow after the respondents had completed answering them.

Treatment of Data

The data gathered from the questionnaire were tallied, tabulated and presented on tables. The results were carefully analyzed and interpreted by the researcher.

The following statistical computations were used:

- 1. Simple Percentage Computation** was used for the profile of respondents. To get the proportion in every hundredth percentages was used. This was used mainly to interpret personal data or details and primary data on details of the respondents.
- 2. The weighted mean and the average weighted mean** were used for perceptions on the implementation.
- 3. The independent t-test** was used for the significance difference on the perceptions of the Batang Kasambahays and CSWDO Personnel.
- 4. Ranking.** This was also used to verify the order of issues and concerns encountered by the Child Domestic Workers in the implementation of the social services under the Batas Kasambahay and Kasambahay Local Ordinance as the most pressing as well as to the suggestions to improve such services as determined by the respondents.

Scoring Procedures

Weight	Numerical Ranges	Verbal Description
5	4.20 – 5.00	Outstanding (O)
4	3.40 – 4.19	Very Satisfactory (VS)
3	2.60 – 3.39	Satisfactory (S)
2	1.80 – 2.59	Fair (F)
1	1.00 – 1.79	Poor (P)

DEFINITION OF TERMS

For better understanding of the reader, the following terms are defined either genetically and/ or operationally:

Agency. Any of the various units of the government, including departments, bureaus, offices, commissions, and government owned or controlled operations, but excluding local government units.

Autonomy. It is the condition of being autonomous; independence.

Batang Kasambahay or Child Domestic Worker. A person whose age is 17 and below who works within the employer's household and does household services.

City Social Welfare Development Office (CSWDO) of Lapu-Lapu City. A local social welfare unit catering to the needs and concerns of the people in the locality and also tasked to implement the services for the Kasabahays in their City.

Department of the Interior and Local Government (DILG). Is the executive division of the Philippine Government in charge of upholding public safety, promoting peace and order, and enhancing the capacity of local government. It is in charge of the Philippine National Police as well.

Department of Labor and Employment. The executive department of the Philippine Government is tasked with creating policies, carrying them out, and acting as the Executive Branch's policy coordination arm in the area of labor and employment. Its responsibility is to carry out the Labor Code's requirements.

Department of Social Welfare and Development (DSWD). Is the primary agency of the government dedicated to the care, protection, and rehabilitation of people, families, and communities who have the least and require social welfare assistance and social intervention to restore their normal functioning and enable them to participate in public affairs.

Domestic Worker also known as Kasambahay. An adult employed by the employer who lives in the same home is referred to here. For an individual or a family, domestic workers provide a range of home services, from caring for dependents including children and the elderly to cleaning and housekeeping. Other responsibilities can include cooking, doing errands around the house, doing the laundry and ironing. Some housecleaners reside at the residence where they work.

Employer. Anyone who is a party to the employment contract, engages the services of a domestic worker, and has control over those services.

Household. Are those to whom the Kasambahays directly render services, such as the immediate family or the home's tenants.

International Labor Organization (ILO). A United Nations organization that deals with labor-related issues, especially with respect to fair labor practices and global labor standards. The ILO includes almost all (193 out of 185) UN members. The group won the Nobel Peace Prize in 1969 for promoting interclass harmony, advocating worker fairness, and aiding developing countries with technical expertise. The ILO files complaints against individuals or organizations who disobey international laws, but it does not discipline states.

Intervention Plan. Is a structured strategy or set of actions designed to address a specific problem, challenge, or situation.

Kasambahay Desk Officers (KDO). Tasked to monitor and implement the social services of the City in the barangay level.

Kasambahay Local Ordinance. A local law of the City, catering to the needs of the Kasambahays to ensure that their concerns are being addressed.

Kasambahay Program Implementation Committee (KPIC). Comprised of various government agencies and non-government agencies to assess and evaluate the services being implemented for the Kasambahays in Lapu-Lapu City.

Local Government Unit (LGU). Any of the political subdivisions of the Philippine state, i.e. provinces, cities, municipalities, and barangays.

Middle class. Is a group of individuals situated in the middle of the social order. The vast group of people in modern society who fall socio-economically between the working class and upper class is referred to as the middle class in Weberian socio-economic theory. Common descriptors of middle class status differ greatly across countries.

Non-Government Organization (NGO). Is a non-profit, non-stock organization that aids the government in addressing social issues. Depending on their area of concern, they support various causes.

Upper Class. In contemporary societies, the social class is made up of the wealthiest citizens, who also hold the most sway over politics. The richest 1%–2% of the population make up the upper class, which is characterized by enormous wealth.

Visayan Forum Foundation, Incorporated (VFFI). Is founded in 1991-founded as a non-government organization in the Philippines that is non-profit, non-stock, and tax exempt. VFFI strives to improve the lives of underprivileged immigrants, particularly those who are employed in covert and unregulated industries. It addresses domestic work, child labor, and trafficking of persons, particularly of women and children.

Welfare Model. States the plan of action to be able to address the social welfare programs and services that needs to be crafted by the local government unit.

3. RESULTS AND DISCUSSION

In this chapter, the data gathered from the CSWDO Personnel and Batang Kasambahays were presented and analyzed. Furthermore, it discussed the results of the survey and interview conducted to 100 respondents in the said local study.

The purpose, significance and objectives of the study were discussed to the participants for clearer understanding. They were assured that all information that they had provided and collected were solely for the purpose of the study and their identities would remain confidential. The questions asked in the interview and content of the questionnaire only pertained to the respondents' perceptions on the delivery of social services to Batang Kasambahays. For appreciation and clearer presentation, the findings of the survey were illustrated in tables. The interpretation was divided into different parts as follows:

Part one showed the profile of the respondents both the CSWDO personnel and the Child Domestic Workers or "Batang Kasambahays"

Part two presented the respondents' perception on the extent of the implementation of the social services for the Kasambahays in terms of: registration of kasambahays; pre-employment services; quick response mechanism; education and training; and social protection and health;

Part three discussed the test of significant mean difference between the perceptions of the CSWDO personnel and the Child Domestic Workers or "Batang Kasambahays" on the delivery of local social services for the Domestic Workers or "Kasambahays";

Part four reflected the ranking of the problems encountered by the respondents in the implementation of the social services for the Domestic Workers or "Kasambahays" and

Part five illustrated the Batang Kasambahay Welfare Model on the delivery of the social services for the Child Domestic Workers or “Batang Kasambahays.”

PROFILE OF THE RESPONDENTS

This chapter shows the profile of the respondent groups as to: City Social Welfare and Development Office (CSWDO) Personnel in terms of:

Age and Gender Profile

Table 2 presents data on the age and gender distribution of personnel within the CSWDO (City Social Welfare and Development Office). The table categorizes personnel into age groups ranging from 18 to 23, 24 to 30, 31 to 35, 41 to 45, and 46 and above. For each age group, it provides the count (f) and percentage (%) of male and female personnel, as well as the total count and percentage for each category.

A notable highlight is the predominance of female personnel across all age groups, with 81.50% of personnel aged 46 and above being female. This suggests a gender imbalance within the CSWDO workforce, potentially reflecting broader trends in social welfare and development fields. Additionally, the age distribution shows a significant proportion of personnel aged 46 and above, comprising 76.60% of the total workforce, indicating the presence of experienced individuals within the department. Conversely, younger age groups, such as those between 18 to 30, exhibit lower representation, with each age group constituting a small percentage of the total personnel. This disparity in age distribution may have implications for succession planning and workforce development strategies within the CSWDO, highlighting the need to address demographic imbalances and ensure a diverse and sustainable workforce.

Table 2 Age and Gender of the CSWDO Personnel

Age	Male		Female		Total	
	f	%	f	%	F	%
18 to 23	0	0	2	7.40	2	6.70
24 to 30	1	33.33	1	3.70	2	6.70
31 to 35	0	0	1	3.70	1	3.30
41 to 45	1	33.33	1	3.70	2	6.70
46 and above	1	33.33	22	81.50	23	76.60
TOTAL	3	100	27	100	30	100

Table 2 sheds light on the age and gender dynamics within the City Social Welfare and Development Office (CSWDO) personnel, offering insights into the composition and demographics of the workforce. The predominance of female personnel across all age groups underscores the gendered nature of the social welfare and development sector, reflecting a trend commonly observed in fields associated with caregiving and social services. However, the disproportionate representation of female personnel, particularly among older age groups, may raise concerns regarding gender equity and opportunities for advancement within the department. Addressing gender disparities in recruitment, promotion, and leadership positions could contribute to fostering a more inclusive and equitable work environment, ensuring that all personnel have equal opportunities for career development and advancement.

Furthermore, the age distribution of CSWDO personnel reveals a significant proportion of individuals aged 46 and above, indicating the presence of experienced and seasoned professionals within the department. While the wealth of experience among older personnel can be valuable for mentorship and knowledge transfer, it also raises considerations regarding succession planning and workforce renewal. Ensuring a balanced age distribution and investing in professional development opportunities for younger staff members are essential for maintaining organizational resilience and continuity of services. Moreover, fostering intergenerational collaboration and knowledge sharing can facilitate innovation and enhance organizational effectiveness. Therefore, efforts to promote age diversity and create pathways for career progression across all age groups within the CSWDO are critical for building a resilient and sustainable workforce capable of addressing evolving social welfare and development challenges.

Civil Status Profile

Table 3 provides an overview of the civil status distribution among personnel within the City Social Welfare and Development Office (CSWDO). The table categorizes personnel into three civil status groups: Single, Married, and Widow/er. For each category, it presents the count (f) and percentage (%) of personnel, as well as the total count and percentage for the entire CSWDO workforce. Notably, the majority of CSWDO personnel, comprising 76.70%, are identified as Widow/er, indicating a significant proportion of individuals who have experienced the loss of a spouse. This suggests potential implications for the department's workforce dynamics, including considerations related to support mechanisms for personnel experiencing bereavement and the impact of widowhood on professional responsibilities and well-being.

Conversely, Single and Married personnel represent smaller proportions of the workforce at 13.30% and 10.00%, respectively. The lower representation of Single and Married individuals within the CSWDO may reflect demographic trends within the workforce or specific hiring practices within the department. Understanding the civil status distribution among personnel can provide insights into the personal circumstances and life experiences of individuals working within the social welfare and development sector, contributing to a more comprehensive understanding of the workforce composition and potential implications for organizational policies and practices. Overall, Table 3 offers valuable insights into the civil status diversity among CSWDO personnel, highlighting the need for sensitivity to the varied personal experiences and circumstances of individuals within the workforce.

Table 3 Civil Status of the CSWDO Personnel

Civil Status	f	%
Single	4	13.30
Married	3	10.00
Widow/er	23	76.70
Total	30	100

Table 3 unveils significant insights into the civil status composition of the City Social Welfare and Development Office (CSWDO) personnel, offering implications for workforce dynamics and

organizational considerations. The notable predominance of Widow/er personnel, comprising a substantial 76.70% of the workforce, signals potential challenges and needs related to bereavement support and the management of personal circumstances affecting professional responsibilities. Addressing the unique needs and experiences of Widow/er personnel within the workplace, including considerations of work-life balance and emotional support, is paramount for fostering a supportive and inclusive organizational culture. Moreover, recognizing the impact of widowhood on career trajectories and professional development pathways can inform targeted interventions aimed at promoting resilience and well-being among affected personnel, contributing to a more compassionate and responsive work environment.

Conversely, the relatively smaller proportions of Single and Married personnel within the CSWDO, representing 13.30% and 10.00% of the workforce, respectively, may reflect specific demographic trends or hiring practices within the department. Understanding the distribution of civil status among personnel can offer insights into the personal circumstances and life experiences of individuals within the workforce, informing organizational policies and practices related to diversity and inclusion. Moreover, acknowledging the diversity of civil status experiences among CSWDO personnel underscores the importance of adopting flexible and inclusive approaches to support the varied needs and preferences of individuals across different life stages and circumstances. By embracing diversity in civil status and fostering an inclusive work environment that values and respects the personal experiences of all personnel, the CSWDO can enhance employee satisfaction, retention, and overall organizational effectiveness.

Educational Attainment Profile

Table 4 presents data on the highest educational attainment of personnel within the City Social Welfare and Development Office (CSWDO). The table categorizes educational attainment into six levels: Elementary Level, Elementary Graduate, High School Level, High School Graduate, College Level, and College Graduate. For each category, it provides the count (f) and percentage (%) of personnel, as well as the total count and percentage for the entire CSWDO workforce. Notably, the majority of personnel, constituting 70% of the workforce, have educational attainment at the elementary level or below. Specifically, 43.30% have attained only an Elementary Level education, while 26.70% are Elementary Graduates. This highlights a significant portion of the workforce with basic educational qualifications, which may have implications for training needs and skill development initiatives within the department. Conversely, personnel with higher educational attainment levels, such as those with High School Level, High School Graduate, College Level, or College Graduate qualifications, represent smaller proportions of the workforce, each comprising less than 10% individually. This disparity in educational attainment distribution underscores potential challenges related to workforce diversity and professional development opportunities within the CSWDO. Addressing the educational needs and aspirations of personnel with varying levels of educational attainment is crucial for promoting career advancement, enhancing job satisfaction, and ensuring organizational effectiveness. Furthermore, recognizing the value of diverse educational backgrounds and experiences can enrich the department's capacity for innovation and problem-solving, fostering a more dynamic and resilient workforce. Overall, Table 4 offers valuable insights into the educational diversity among CSWDO personnel, highlighting the importance of tailored strategies to support the professional growth and development of all staff members, regardless of their educational backgrounds.

Moreover, recognizing the potential barriers faced by personnel with limited educational attainment in accessing career advancement opportunities is essential for promoting inclusivity and equity within the

workforce, fostering a supportive and nurturing work environment where all staff members can thrive and contribute meaningfully.

Table 4 Highest Educational Attainment

Educational Attainment	f	%
Elementary Level	13	43.30
Elementary Graduate	8	26.70
High School Level	5	16.70
High School Graduate	2	6.70
College Level	1	3.30
College Graduate	1	3.30
Total	30	100

Table 4 provides significant insights into the educational landscape of personnel within the City Social Welfare and Development Office (CSWDO), unveiling implications for workforce development and organizational strategies. The dominance of personnel with educational attainment at the elementary level or below, comprising 70% of the workforce, underscores the importance of addressing training and skill development needs to enhance the capabilities and effectiveness of the department. Investing in educational and professional development initiatives tailored to the diverse educational backgrounds of staff members can empower individuals to expand their knowledge and skills, thereby contributing to improved service delivery and organizational performance.

Conversely, the relatively smaller proportions of personnel with higher educational attainment levels highlight the need for targeted strategies to harness the potential of individuals with advanced qualifications. Leveraging the expertise and specialized knowledge of personnel with high school or college-level education can enrich the department's capacity for innovation and strategic decision-making, driving continuous improvement and organizational excellence. Providing opportunities for professional growth and career advancement, such as access to further education, training programs, or leadership development initiatives, is essential for retaining and motivating talented individuals within the workforce. By fostering a culture of lifelong learning and investing in the continuous development of staff members across all educational backgrounds, the CSWDO can cultivate a dynamic and resilient workforce capable of effectively addressing the evolving needs and challenges of the communities it serves.

Religious Affiliation

Table 5 presents data on the religious affiliation of personnel within the context of the City Social Welfare and Development Office (CSWDO). It categorizes religious affiliations into four groups: Roman Catholic, Protestant, Muslim, and Others. For each religious affiliation, the table provides the count (f) and percentage (%) of personnel, as well as the total count and percentage for the entire CSWDO workforce. Notably, the majority of personnel, constituting 83.30% of the workforce, identify as Roman Catholic, indicating a prevalent religious affiliation within the department. This highlights the cultural and religious

diversity present among CSWDO personnel, with Roman Catholicism emerging as the dominant faith tradition among staff members.

Conversely, smaller proportions of personnel identify with other religious affiliations, such as Protestant, Muslim, or Other religions, each comprising less than 7% individually. This diversity in religious affiliation reflects the multicultural and pluralistic nature of the CSWDO workforce, underscoring the importance of fostering an inclusive and respectful work environment that values and respects individuals' religious beliefs and practices. Recognizing and celebrating the diversity of religious perspectives within the department can contribute to building strong interpersonal relationships, promoting mutual understanding, and enhancing collaboration among staff members. Overall, Table 5 offers valuable insights into the religious landscape of CSWDO personnel, highlighting the importance of embracing diversity and fostering a culture of inclusivity within the workplace.

Table 5 Religious Affiliation

Religion	f	%
Roman Catholic	25	83.30
Protestant	2	6.70
Muslim	1	3.30
Others	2	6.70
Total	30	100

Table 5 provides insightful data regarding the religious affiliations of personnel within the City Social Welfare and Development Office (CSWDO), offering implications for workplace diversity and inclusivity initiatives. The overwhelming majority of personnel identifying as Roman Catholic, comprising 83.30% of the workforce, underscores the significance of acknowledging and accommodating the dominant religious tradition within the department. Recognizing the cultural and religious sensitivities of Roman Catholic staff members is crucial for fostering a supportive and inclusive work environment where individuals feel respected and valued. Moreover, incorporating elements of Roman Catholic spirituality and tradition into workplace practices and policies can enhance employee engagement and satisfaction, contributing to a positive organizational culture that promotes holistic well-being and fulfillment among staff members.

Conversely, the presence of personnel affiliating with minority religious groups, such as Protestant, Muslim, or Other religions, highlights the diversity of religious perspectives within the CSWDO workforce. Embracing this religious diversity and ensuring equitable treatment and opportunities for all staff members, regardless of their religious affiliations, is essential for promoting inclusivity and fostering a sense of belonging within the workplace. Implementing policies and practices that accommodate diverse religious practices and beliefs, such as providing flexible scheduling for religious observances or offering religious accommodation options, can demonstrate organizational commitment to supporting the religious rights and freedoms of all staff members. By valuing and respecting the religious diversity of personnel, the CSWDO can strengthen cohesion, enhance collaboration, and cultivate a workplace culture that celebrates and embraces the richness of religious pluralism.

Designation of CSWDO Personnel

Table 6 outlines the distribution of designations among personnel within the City Social Welfare and Development Office (CSWDO). It categorizes personnel into five distinct designations: Social Welfare Officer 3, Social Welfare Officer 1, Social Welfare Assistant 1, Kasambahay Desk Officer, and Others. For each designation, the table presents the count (f) and percentage (%) of personnel, as well as the total count and percentage for the entire CSWDO workforce. Notably, the most prevalent designation among CSWDO personnel is Kasambahay Desk Officer, comprising half of the workforce at 50.00%. This highlights the significance of roles and responsibilities related to overseeing domestic worker welfare and support services within the department, indicating a specific focus on addressing the needs of this vulnerable segment of the population.

Conversely, smaller proportions of personnel hold other designations, such as Social Welfare Officer 3, Social Welfare Officer 1, Social Welfare Assistant 1, or other unspecified roles categorized under Others, each representing less than 10% individually. This diversity in designations reflects the multifaceted nature of roles and responsibilities within the CSWDO, encompassing a range of functions beyond Kasambahay Desk Officer duties. Understanding the distribution of designations among personnel can provide insights into the department's organizational structure, staffing priorities, and service delivery models. Moreover, recognizing the varied skill sets and expertise associated with different designations is crucial for optimizing workforce deployment, ensuring task alignment, and maximizing operational efficiency within the department. Overall, Table 6 offers valuable insights into the designation diversity among CSWDO personnel, highlighting the range of roles and responsibilities undertaken by staff members in serving the community's social welfare and development needs.

Table 6 Designation of CSWDO Personnel

Designation	f	%
Social Welfare Officer 3	1	3.33
Social Welfare Officer 1	3	10.00
Social Welfare Assistant 1	2	6.66
Kasambahay Desk Officer	15	50.00
Others	9	30.00
Total	30	100

Table 6 provides valuable insights into the distribution of designations among personnel within the City Social Welfare and Development Office (CSWDO), offering implications for staffing priorities and service delivery strategies. The prominence of Kasambahay Desk Officers, comprising half of the workforce at 50.00%, underscores the department's dedicated focus on addressing the welfare and support needs of domestic workers. This suggests a strategic alignment of staffing resources with priority areas of intervention, reflecting the department's commitment to serving vulnerable populations and marginalized groups within the community. Investing in specialized roles, such as Kasambahay Desk Officers, enables

the CSWDO to enhance its capacity to provide targeted assistance and advocacy efforts aimed at improving the well-being and rights of domestic workers, thereby contributing to broader social justice and equality objectives.

Conversely, the presence of personnel in other designations, such as Social Welfare Officers and Assistants, as well as unspecified roles categorized under Others, highlights the diverse skill sets and expertise required to address the multifaceted social welfare and development needs of the community. Recognizing the varied roles and responsibilities undertaken by CSWDO personnel underscores the importance of fostering a collaborative and interdisciplinary work environment that leverages the complementary strengths and expertise of staff members across different designations. Embracing a team-based approach to service delivery, where personnel with diverse backgrounds collaborate synergistically to address complex social issues, can enhance the department's effectiveness and impact in achieving its mission and objectives. By optimizing workforce deployment and promoting cross-functional collaboration, the CSWDO can strengthen its capacity to respond dynamically to evolving community needs and challenges, ultimately fostering positive social change and transformation.

Length of Service Profile

Table 7 illustrates the distribution of personnel within the City Social Welfare and Development Office (CSWDO) based on their length of service in the office. The table categorizes personnel into four groups: 1 year and below, 3 to 4 years, 5 to 6 years, and 7 years and above. For each length of service category, the table presents the count (f) and percentage (%) of personnel, as well as the total count and percentage for the entire CSWDO workforce. A notable highlight is the overwhelming majority of personnel, comprising 86.70% of the workforce, who have served in the office for 7 years and above. This indicates a significant level of experience and tenure among staff members, suggesting stability and continuity in the department's workforce.

Conversely, smaller proportions of personnel have shorter lengths of service, with only 6.70% of the workforce serving for 1 year and below, and 3.30% each for 3 to 4 years and 5 to 6 years. This disparity in length of service distribution may reflect varying recruitment patterns, turnover rates, and retention strategies within the CSWDO. Understanding the distribution of personnel based on their length of service can provide insights into workforce dynamics, organizational culture, and potential implications for succession planning and talent management strategies. Moreover, recognizing the wealth of experience and institutional knowledge accumulated by long-serving staff members underscores the importance of harnessing their expertise and fostering knowledge transfer mechanisms to support organizational resilience and continuity. Overall, Table 7 offers valuable insights into the length of service diversity among CSWDO personnel, highlighting the depth of experience and commitment demonstrated by long-serving staff members.

Table 7 Length of Service in the Office

Length of Service in the Office	f	%
1 year and below	2	6.70
3 to 4 years	1	3.30

5 to 6 years	1	3.30
7 years and above	26	86.70
Total	30	100

Table 7 provides significant insights into the length of service distribution among personnel within the City Social Welfare and Development Office (CSWDO), offering implications for workforce stability and organizational continuity. The overwhelming majority of personnel, constituting 86.70% of the workforce, have served in the office for 7 years and above, indicating a high level of tenure and institutional knowledge within the department. This extensive experience among long-serving staff members not only reflects their dedication and commitment to the organization but also contributes to organizational stability and continuity. Leveraging the expertise and institutional knowledge of these seasoned professionals can enhance the department's capacity for effective service delivery, decision-making, and innovation, thereby bolstering its resilience in navigating challenges and achieving its mission and objectives.

Conversely, the relatively smaller proportions of personnel with shorter lengths of service highlight potential challenges related to recruitment, retention, and talent management within the CSWDO. Addressing turnover rates and succession planning considerations, particularly for positions with shorter lengths of service, is crucial for maintaining workforce vitality and ensuring a seamless transition of responsibilities. Investing in professional development opportunities, mentorship programs, and career advancement pathways can help attract and retain talented individuals, cultivate leadership potential, and foster a culture of continuous learning and growth within the organization. By embracing a strategic approach to talent management and workforce development, the CSWDO can nurture a dynamic and resilient workforce capable of driving positive change and delivering impactful social welfare and development services to the community.

Child Domestic Workers Profile

Table 8 provides an overview of the age and gender distribution of Child Domestic Workers (CDWs). The table categorizes CDWs into two age groups: 12-14 and 15-17 years old, further segmented by gender. For each age group and gender, the table presents the count (f) and percentage (%) of CDWs, as well as the total count and percentage for each category. A notable highlight is the prevalence of CDWs aged 15-17 years old, comprising 88.60% of the total CDW population. Within this age group, both male and female CDWs are represented, with 88.00% of male CDWs and 88.90% of female CDWs falling within the 15-17 age range.

Conversely, a smaller proportion of CDWs are aged 12-14 years old, constituting only 11.40% of the total CDW population. Despite being a minority group, both male and female CDWs are present in this age category, with 12.00% of male CDWs and 11.10% of female CDWs falling within the 12-14 age range. Understanding the age and gender distribution of CDWs is crucial for identifying vulnerable populations and developing targeted interventions to address their unique needs and challenges. By recognizing the prevalence of CDWs aged 15-17 years old, policymakers and stakeholders can tailor programs and policies to promote the rights, protection, and well-being of adolescent domestic workers, ensuring their access to education, social support, and opportunities for personal development.

Table 8 Age and Gender of the Child Domestic Workers

Age	Male		Female		Total	
	f	%	f	%	f	%
12-14	3	12.00	5	11.10	8	11.40
15-17	22	88.00	40	88.90	62	88.60
TOTAL	25	100	45	100	70	100

Table 8 offers valuable insights into the age and gender distribution of Child Domestic Workers (CDWs), shedding light on demographic trends and potential implications for child welfare and protection efforts. The predominance of CDWs aged 15-17 years old, comprising 88.60% of the total CDW population, underscores the vulnerability of adolescents to exploitation and hazardous working conditions in domestic settings. Addressing the specific needs and challenges faced by adolescent CDWs is paramount for safeguarding their rights, promoting their well-being, and mitigating risks of exploitation and abuse. Tailoring interventions to empower and support adolescent CDWs, such as access to education, vocational training, and psychosocial support services, can contribute to breaking the cycle of poverty and exploitation, enabling them to build brighter futures and realize their full potential.

Conversely, the presence of CDWs aged 12-14 years old, albeit representing a smaller proportion of the total CDW population at 11.40%, highlights the importance of early intervention and prevention strategies to protect children from entering hazardous forms of child labor. Recognizing the heightened vulnerability of younger CDWs to exploitation and harm, policymakers and stakeholders can prioritize efforts to strengthen child protection mechanisms, enforce labor regulations, and raise awareness about the risks associated with child domestic work. Investing in comprehensive child protection systems and social safety nets can create an enabling environment that safeguards children's rights, prevents child labor, and fosters their healthy development. By prioritizing the protection and well-being of CDWs across all age groups, societies can uphold their commitments to promoting child rights, social justice, and human dignity.

Civil Status

Table 9 presents data on the civil status of Child Domestic Workers (CDWs), providing insights into their marital status. The table indicates that all CDWs included in the dataset are categorized as Single, constituting 100% of the total CDW population. This highlights the homogeneous civil status distribution among CDWs, with none identified as being married, widowed, or divorced. Understanding the civil status of CDWs is crucial for informing interventions and policies aimed at safeguarding their rights, well-being, and protection from exploitation and abuse.

The notable highlight of Table 9 is the uniformity in civil status among CDWs, with all individuals identified as Single. This suggests potential implications for the vulnerability and legal protection of CDWs, as unmarried individuals may face unique challenges and risks in domestic work settings. Recognizing the civil status diversity among CDWs and addressing the specific needs and vulnerabilities associated with different marital statuses can inform targeted interventions and support mechanisms to

promote the rights, safety, and well-being of this vulnerable group. By ensuring comprehensive protection and support for CDWs, policymakers and stakeholders can uphold commitments to child rights, social justice, and human dignity, fostering environments where all children can thrive and reach their full potential.

Table 9 Civil Status of Child Domestic Workers

Civil Status	f	%
Single	70	100

Table 9 provides significant insights into the civil status distribution of Child Domestic Workers (CDWs), offering implications for understanding their vulnerability and protection needs. The uniformity in civil status among CDWs, with all individuals categorized as Single, suggests a potential lack of legal recognition and protection for CDWs who may face risks of exploitation and abuse in domestic work settings. Recognizing the unique challenges faced by unmarried CDWs is essential for developing targeted interventions and support mechanisms to address their specific needs, promote their rights, and ensure their safety and well-being. By acknowledging the civil status diversity among CDWs and prioritizing their protection and empowerment, policymakers and stakeholders can strengthen efforts to combat child labor, promote social justice, and uphold human rights standards.

Moreover, the homogeneous civil status distribution highlights the need for comprehensive child protection mechanisms and legal frameworks that address the vulnerabilities of CDWs, regardless of their marital status. Ensuring that all CDWs, regardless of civil status, have access to adequate legal protection, education, healthcare, and social support services is crucial for preventing exploitation, safeguarding their rights, and promoting their healthy development. By prioritizing the protection and well-being of CDWs within broader child protection initiatives, societies can work towards creating environments where all children are valued, respected, and empowered to reach their full potential.

Educational Attainment Profile

Table 10 presents data on the highest educational attainment of Child Domestic Workers (CDWs), categorizing their educational levels from 1st Year High School to Junior High School. The table displays the count (f) and percentage (%) of CDWs for each educational attainment level, as well as the total count and percentage for the entire CDW population. A notable highlight is the significant representation of CDWs who have completed high school education, with 42.90% of the total CDW population having attained a 4th Year High School level of education. This indicates a relatively high level of educational attainment among CDWs, suggesting potential opportunities for further education and skill development to enhance their prospects for future employment and socio-economic advancement.

Conversely, smaller proportions of CDWs have attained lower levels of high school education, such as 1st, 2nd, and 3rd Year High School, each comprising less than 23% individually. Additionally, a minority of CDWs have completed only Junior High School, constituting 10.00% of the total CDW population. Understanding the educational attainment levels of CDWs is crucial for identifying opportunities to support their educational aspirations and promote their holistic development. By recognizing the educational diversity among CDWs and providing tailored interventions and support mechanisms, policymakers and stakeholders can empower CDWs to overcome barriers to education and realize their

full potential. This can contribute to breaking the cycle of poverty and exploitation, enabling CDWs to pursue meaningful opportunities and achieve socio-economic independence.

Table 10 Highest Educational Attainment

Educational Attainment	f	%
1 st Year High School	5	7.10
2 nd Year High School	12	17.10
3 rd Year High School	16	22.90
4 th Year High School	30	42.90
Junior High School	7	10.00
Total	70	100

Table 10 offers valuable insights into the educational attainment levels of Child Domestic Workers (CDWs), highlighting both opportunities and challenges for their socio-economic development. The significant representation of CDWs who have completed high school education, particularly those who have attained a 4th Year High School level, suggests a promising potential for further education and skill development among this population. Investing in educational opportunities and vocational training programs tailored to the needs and aspirations of CDWs can empower them to access better employment prospects, enhance their socio-economic status, and break the cycle of poverty. Moreover, promoting educational attainment among CDWs can foster their personal growth, self-confidence, and resilience, enabling them to navigate challenges and pursue fulfilling life trajectories beyond domestic work.

Conversely, the presence of CDWs with lower levels of high school education underscores the importance of addressing barriers to education and promoting educational equity for all children, including those engaged in domestic work. Providing access to quality education, remedial support, and alternative learning pathways for CDWs with limited educational attainment can help bridge educational gaps and empower them to pursue higher education and career opportunities. Recognizing the educational diversity among CDWs and implementing targeted interventions to support their educational advancement is crucial for promoting their rights, well-being, and socio-economic inclusion. By prioritizing education as a fundamental right for all children, regardless of their socio-economic background or employment status, societies can create pathways for CDWs to realize their full potential and contribute meaningfully to society.

Religious Affiliation Profile

Table 11 provides an overview of the religious affiliations of Child Domestic Workers (CDWs), categorizing them into various religious groups. The table displays the count (f) and percentage (%) of CDWs belonging to each religious affiliation, as well as the total count and percentage for the entire CDW population. A notable highlight is the predominant representation of CDWs identifying with the Roman

Catholic faith, constituting 82.90% of the total CDW population. This suggests a strong influence of Roman Catholicism among CDWs, reflecting broader religious demographics and cultural norms within the community.

Conversely, smaller proportions of CDWs belong to other religious affiliations, such as Iglesia ni Cristo, Muslim, Baptist, or Other religions, each comprising less than 3% individually. This diversity in religious affiliation among CDWs underscores the multicultural and pluralistic nature of the CDW population, reflecting the religious diversity present within the community. Understanding the religious affiliations of CDWs is essential for recognizing and respecting their cultural and spiritual beliefs, as well as addressing their unique needs and preferences. By acknowledging and accommodating religious diversity among CDWs, policymakers and stakeholders can promote inclusivity, tolerance, and mutual respect within the workplace and broader society.

Table 11 Religious Affiliation

Religion	f	%
Roman Catholic	58	82.90
Iglesia ni Cristo	2	2.90
Muslim	1	1.40
Baptist	1	1.40
Others	8	11.40
Total	70	100

Table 11 offers valuable insights into the religious affiliations of Child Domestic Workers (CDWs), highlighting the diversity of religious beliefs and practices within this population. The predominant representation of CDWs identifying as Roman Catholic, comprising 82.90% of the total CDW population, underscores the significant influence of Roman Catholicism within the community and its potential impact on CDWs' cultural identity and values. Recognizing the prevalence of Roman Catholicism among CDWs can inform culturally sensitive approaches to service delivery and support mechanisms that respect and accommodate their religious beliefs and practices. Moreover, acknowledging religious diversity among CDWs, as evidenced by smaller proportions belonging to other religious affiliations, such as Iglesia ni Cristo, Muslim, Baptist, or Other religions, is crucial for promoting inclusivity and fostering a workplace culture that values and respects individuals' religious freedoms and rights.

Conversely, the presence of CDWs belonging to minority religious groups highlights the importance of recognizing and accommodating religious diversity within the CDW population. Tailoring support services and interventions to meet the specific needs and preferences of CDWs from different religious backgrounds can enhance their sense of belonging, well-being, and socio-economic inclusion. By embracing religious diversity among CDWs and promoting interfaith dialogue and understanding, societies can foster social cohesion, tolerance, and mutual respect, contributing to a more harmonious and inclusive society. Moreover, providing opportunities for CDWs to practice their religious beliefs and engage in cultural traditions can contribute to their overall sense of identity, belonging, and empowerment, enabling them to navigate challenges and pursue meaningful life trajectories beyond domestic work.

Type of Household Work

Table 12 provides an overview of the types of household work performed by Child Domestic Workers (CDWs), categorizing them into various roles. The table presents the count (f) and percentage (%) of CDWs engaged in each type of household work, as well as the total count and percentage for the entire CDW population. A notable highlight is the prevalence of CDWs engaged in "All around" household work, comprising 61.50% of the total CDW population. This indicates that a significant portion of CDWs are involved in diverse household tasks, including cleaning, cooking, childcare, and other general household chores.

Conversely, smaller proportions of CDWs are employed in specific household roles, such as Nanny, Housekeeper, Cook, Launderer/Iron clothes, or Other tasks, each comprising less than 15% individually. This diversity in household work roles among CDWs reflects the varied needs and preferences of employers and households, as well as the versatility and adaptability of CDWs in fulfilling a range of domestic responsibilities. Understanding the types of household work performed by CDWs is crucial for identifying the nature of their work arrangements, the tasks they undertake, and the potential risks and challenges they may face in their roles. By recognizing the diversity of household work roles among CDWs and addressing their specific needs and vulnerabilities, policymakers and stakeholders can develop targeted interventions and support mechanisms to promote their rights, well-being, and socio-economic empowerment.

Table 12 Type of Household Work

Type of Household Work	f	%
All around	43	61.50
Nanny	4	5.70
Housekeeper	10	14.30
Cook	4	5.70
Launderer/Iron clothes	5	7.10
Others	4	5.70
Total	70	100

Table 12 offers valuable insights into the types of household work performed by Child Domestic Workers (CDWs), shedding light on the diverse roles and responsibilities they undertake in domestic settings. The prevalence of CDWs engaged in "All around" household work, comprising 61.50% of the total CDW population, underscores the multifaceted nature of their employment, involving a wide range of tasks such as cleaning, cooking, childcare, and general household chores. This indicates the versatility and adaptability of CDWs in fulfilling various domestic responsibilities, reflecting the demands of employers and households for comprehensive household management services. Recognizing the prevalence of "All around" household work among CDWs underscores the need for comprehensive support mechanisms and labor regulations that address the diverse needs and challenges faced by CDWs in performing multiple roles within domestic settings.

Conversely, the presence of CDWs employed in specific household roles, such as Nanny, Housekeeper, Cook, Launderer/Iron clothes, or Other tasks, highlights the specialization and segmentation of household work responsibilities within the CDW population. Tailoring interventions and support services to meet the specific needs and preferences of CDWs in different roles can enhance their job satisfaction, well-being, and socio-economic inclusion. Moreover, understanding the diversity of household work roles among CDWs can inform efforts to promote their professional development, skill-building, and career advancement opportunities within the domestic work sector. By acknowledging and addressing the varied experiences and challenges faced by CDWs in different household work roles, policymakers and stakeholders can work towards creating more equitable and supportive working conditions that uphold the rights and dignity of CDWs.

Years as Domestic Worker in Present Employer Profile

Table 13 provides insights into the number of years Child Domestic Workers (CDWs) have been employed by their present employers. The table categorizes CDWs into different length-of-service brackets, ranging from 1 year and below to 8 years and above. It presents the count (f) and percentage (%) of CDWs in each bracket, as well as the total count and percentage for the entire CDW population. A notable highlight is the prevalence of CDWs who have been with their present employers for 1 year and below, comprising 53.60% of the total CDW population. This suggests a high turnover rate within the CDW workforce, with a significant portion of CDWs having relatively short tenures with their current employers.

Conversely, smaller proportions of CDWs have longer tenures with their present employers, with 33.30% having been employed for 2 to 3 years, and even smaller percentages for 4 to 5 years, 6 to 7 years, and 8 years and above brackets. This disparity in length of service distribution underscores potential challenges related to job stability, turnover, and retention within the CDW workforce. Understanding the number of years CDWs have been employed by their present employers is crucial for identifying patterns of employment stability, turnover, and retention rates, as well as potential implications for CDWs' job satisfaction, well-being, and socio-economic security. By recognizing the diverse experiences and challenges faced by CDWs with different lengths of service, policymakers and stakeholders can develop targeted interventions and support mechanisms to promote job stability, enhance retention, and improve working conditions within the domestic work sector.

Table 13 Number of Years as Domestic Worker in Present Employer

No. of Years (n= 70)	F	%
1 year and below	37	53.60
2 to 3 years	23	33.30
4 to 5 years	5	7.20
6 to 7 years	2	2.90
8 years and above	2	2.90
Total	69	100

Table 13 provides valuable insights into the employment tenure of Child Domestic Workers (CDWs) with their present employers, highlighting potential implications for job stability and turnover within the domestic work sector. The significant proportion of CDWs who have been employed for 1 year and below, comprising 53.60% of the total CDW population, suggests a pattern of relatively short tenures and high turnover rates among CDWs. This turnover can be indicative of various factors, including precarious employment conditions, lack of job security, and potentially exploitative working environments. Addressing the root causes of high turnover rates, such as inadequate labor protections, insufficient wages, and limited opportunities for career advancement, is crucial for promoting job stability and enhancing the well-being and socio-economic security of CDWs.

Conversely, smaller proportions of CDWs have longer tenures with their present employers, highlighting potential opportunities for improving retention and enhancing job satisfaction within the domestic work sector. Supporting CDWs to build long-term relationships with their employers, providing opportunities for skills development and career advancement, and ensuring fair and decent working conditions are essential for fostering a stable and resilient workforce. Recognizing the diverse experiences and needs of CDWs with different lengths of service can inform targeted interventions and policies aimed at promoting job stability, reducing turnover, and improving the overall quality of employment within the domestic work sector. By prioritizing the rights and well-being of CDWs and addressing the structural barriers to employment stability, policymakers and stakeholders can work towards creating more equitable and supportive working conditions for CDWs.

Wages Received by Child Domestic Workers

Table 14 presents data on the wages received by Child Domestic Workers (CDWs), categorizing them into different wage brackets. The table displays the count (f) and percentage (%) of CDWs receiving wages within each bracket, as well as the total count and percentage for the entire CDW population. A notable highlight is the prevalence of CDWs receiving wages of 1,000 and below, comprising 55.90% of the total CDW population. This indicates that a significant portion of CDWs receive low wages, potentially reflecting inadequate compensation for their labor and challenging socio-economic circumstances.

Conversely, smaller proportions of CDWs receive higher wages, with 33.80% receiving wages ranging from 1,001 to 2,000, and even smaller percentages for higher wage brackets such as 2,001 to 3,000, 3,001 to 4,000, and above 5,000. This disparity in wage distribution underscores potential challenges related to wage inequality, income insecurity, and financial vulnerability within the CDW workforce. Understanding the wages received by CDWs is crucial for identifying patterns of wage disparity, poverty levels, and socio-economic inequalities, as well as potential implications for CDWs' well-being and socio-economic security. By recognizing the diverse experiences and challenges faced by CDWs with different wage levels, policymakers and stakeholders can develop targeted interventions and policies aimed at promoting fair wages, reducing income inequality, and improving the overall economic well-being of CDWs.

Table 14 Wages Received

Wages Received (n = 70)	f	%
1,000 and below	38	55.90
1001 to 2,000	23	33.80

2001 to 3,000	3	4.40
3,001 to 4,000	1	1.50
Above 5,000	3	4.40
Total	69	100

Table 14 provides insightful data on the wages received by Child Domestic Workers (CDWs), shedding light on wage disparities and potential implications for their socio-economic well-being. The prevalence of CDWs receiving wages of 1,000 and below, comprising 55.90% of the total CDW population, highlights the widespread issue of low wages within the CDW workforce. This indicates significant challenges related to income insecurity, financial vulnerability, and potentially inadequate compensation for the labor and responsibilities undertaken by CDWs. Low wages not only impact the economic stability of CDWs but also hinder their ability to access essential goods and services, pursue education and skill development opportunities, and achieve socio-economic independence. Addressing the root causes of low wages, such as insufficient labor protections, lack of bargaining power, and systemic inequalities within the domestic work sector, is crucial for promoting fair wages, enhancing CDWs' economic well-being, and reducing poverty levels among this vulnerable population.

Conversely, smaller proportions of CDWs receive higher wages, suggesting potential opportunities for improving wage levels and enhancing economic opportunities within the domestic work sector. Supporting CDWs to access fair wages, decent working conditions, and opportunities for career advancement can contribute to their economic empowerment, job satisfaction, and overall well-being. Additionally, addressing wage disparities and promoting wage equity within the CDW workforce is essential for fostering inclusive growth, reducing income inequality, and advancing social justice objectives. By recognizing the diverse experiences and challenges faced by CDWs with different wage levels, policymakers and stakeholders can develop targeted interventions and policies aimed at improving wage standards, enhancing CDWs' economic security, and promoting their rights and dignity in the workplace.

Methods of Payment of Wages to Child Domestic Workers

Table 15 presents data on the methods of payment of wages received by Child Domestic Workers (CDWs), categorizing them into different payment intervals. The table displays the count (f) and percentage (%) of CDWs receiving wages through various payment methods, as well as the total count and percentage for the entire CDW population. A notable highlight is the prevalence of CDWs receiving wages on a daily basis, comprising 37.31% of the total CDW population. This indicates that a significant portion of CDWs are paid on a daily basis, reflecting common payment practices within the domestic work sector and potentially providing more immediate access to income for CDWs.

Conversely, smaller proportions of CDWs are paid through other intervals, such as hourly, weekly, every 15th and 30th of the month, or monthly. This diversity in payment intervals reflects the variability in wage payment practices among CDWs' employers, potentially influenced by factors such as employer preferences, industry norms, and contractual arrangements. Understanding the methods of payment of wages received by CDWs is crucial for identifying patterns of wage disbursement, income stability, and financial management practices within the CDW workforce. By recognizing the diverse experiences and

preferences of CDWs with different payment methods, policymakers and stakeholders can develop targeted interventions and policies aimed at promoting fair and transparent wage payment practices, enhancing CDWs' financial security, and improving their overall economic well-being.

Table 15 Methods of Payment of Wages

Methods of payment of wages (n=70)	f	%
Hourly	3	4.48
Daily	25	37.31
Weekly	19	28.36
Every 15 th and 30 th	5	7.46
Monthly	15	22.39
Total	67	100

Table 15 offers significant insights into the methods of payment of wages received by Child Domestic Workers (CDWs), highlighting potential implications for their financial stability and income management. The prevalence of CDWs receiving wages on a daily basis, comprising 37.31% of the total CDW population, suggests a common practice within the domestic work sector of providing immediate access to income for CDWs. Daily wage payments may offer CDWs more flexibility in managing their finances and meeting immediate needs, providing a source of regular income to support their daily living expenses. However, this payment method may also present challenges in terms of income predictability and long-term financial planning for CDWs, particularly in the absence of stable employment arrangements or formal contracts.

Conversely, smaller proportions of CDWs are paid through other intervals, such as hourly, weekly, every 15th and 30th of the month, or monthly. This variability in payment intervals reflects the diverse payment practices adopted by CDWs' employers, which may have implications for CDWs' income stability and financial security. Understanding the methods of payment of wages received by CDWs is essential for identifying opportunities to promote fair and transparent wage payment practices, enhance CDWs' financial literacy and management skills, and improve their overall economic well-being. By recognizing the diverse experiences and preferences of CDWs with different payment methods, policymakers and stakeholders can develop targeted interventions and policies aimed at strengthening CDWs' financial resilience, reducing income volatility, and promoting their socio-economic empowerment within the domestic work sector.

Provision for Basic Needs to Child Domestic Workers

Table 16 presents data on the provision for basic needs to Child Domestic Workers (CDWs), categorizing them into different categories such as food, lodging, and medical assistance. The table displays the count (f) and percentage (%) of CDWs who receive sufficient or insufficient provision for each basic need, as well as the total count and percentage for the entire CDW population. A notable highlight is that the

majority of CDWs, comprising 88.20% of the total CDW population, receive sufficient provision of food, indicating that a significant portion of CDWs have access to adequate nutrition in their workplaces. In terms of lodging, the table indicates that a considerable proportion of CDWs, accounting for 63.10% of the total CDW population, do not have a private room and may share living spaces with others. Additionally, the provision of medical assistance varies among CDWs, with 43.80% having their medical expenses shouldered by their employers, while 10.90% have deductions from their salaries for medical assistance, and 45.30% do not receive any medical assistance. Understanding the provision for basic needs among CDWs is crucial for identifying gaps and areas for improvement in ensuring their health, safety, and overall well-being. By recognizing the diverse experiences and challenges faced by CDWs in accessing basic necessities, policymakers and stakeholders can develop targeted interventions and policies aimed at promoting fair and dignified working conditions within the domestic work sector.

Table 16 Provision for Basic Needs to Child Domestic Workers

Provision for basic needs (n= 70)	F	%
Food		
Sufficient	60	88.20
Not Sufficient	8	11.80
Lodging		
Has a Private Room	24	36.90
No Room	41	63.10
Medical Assistance		
Shouldered by Employer	28	43.80
Salary Deduction	7	10.90
No Medical Assistance	29	45.30

Table 16 provides valuable insights into the provision for basic needs to Child Domestic Workers (CDWs), highlighting both areas of adequacy and potential gaps in support within the domestic work sector. The high percentage of CDWs receiving sufficient provision for food, accounting for 88.20% of the total CDW population, indicates that a significant portion of CDWs have access to adequate nutrition in their workplace environments. This suggests a positive aspect of employer practices in meeting the dietary needs of CDWs, contributing to their health and well-being. However, the disparities in lodging provision are notable, with a majority of CDWs, comprising 63.10% of the total CDW population, lacking a private room and potentially facing challenges related to privacy and living conditions. Addressing the inadequate lodging arrangements for CDWs is crucial for ensuring their comfort, safety, and dignity in the workplace, as well as promoting their overall well-being.

Moreover, the varying levels of medical assistance provision among CDWs underscore the importance of ensuring access to healthcare services and support for work-related injuries or illnesses. While a significant proportion of CDWs have their medical expenses shouldered by their employers (43.80%), a notable percentage do not receive any medical assistance (45.30%). This highlights potential gaps in employer support and healthcare coverage for CDWs, which may hinder their access to essential medical services and contribute to their vulnerability in case of health emergencies. Strengthening provisions for medical assistance and promoting employer accountability for CDWs' healthcare needs are essential for safeguarding their health and ensuring their rights and well-being in the workplace. By addressing these gaps and promoting adequate provision for basic needs, policymakers and stakeholders can enhance the quality of working conditions for CDWs and promote their socio-economic empowerment within the domestic work sector.

Hours Spent for Daily Work

Table 17 presents data on the hours spent for daily work by Child Domestic Workers (CDWs), categorizing them into different time intervals. The table displays the count (f) and percentage (%) of CDWs spending various numbers of hours for their daily work, as well as the total count and percentage for the entire CDW population. A notable highlight is the prevalence of CDWs spending more than 10 hours for daily work, comprising 61.76% of the total CDW population. This indicates that a significant portion of CDWs are engaged in long working hours, potentially exceeding standard labor regulations or recommended guidelines for maximum daily work hours.

Conversely, smaller proportions of CDWs spend fewer hours for daily work, with 20.59% working exactly 10 hours, 13.24% working 9 hours, and 4.41% working 8 hours. This disparity in daily work hours reflects the variability in work schedules and demands within the domestic work sector, influenced by factors such as employer preferences, household needs, and CDWs' contractual arrangements. Understanding the hours spent for daily work by CDWs is crucial for identifying patterns of work intensity, fatigue levels, and potential risks of overwork or exploitation. By recognizing the diverse experiences and challenges faced by CDWs with different daily work hours, policymakers and stakeholders can develop targeted interventions and policies aimed at promoting fair and dignified working conditions, ensuring compliance with labor regulations, and protecting CDWs' rights and well-being in the workplace.

Table 17 Hours Spent for Daily Work

No. of Hours Spent	f	%
More than 10 hours	42	61.76
10 hours	14	20.59
9 hours	9	13.24
8 hours	3	4.41

Table 17 provides significant insights into the hours spent for daily work by Child Domestic Workers (CDWs), highlighting potential implications for their working conditions and well-being within the domestic work sector. The prevalence of CDWs spending more than 10 hours for daily work, comprising

61.76% of the total CDW population, raises concerns about long working hours and potential risks of overwork or fatigue among CDWs. Long working hours can negatively impact CDWs' physical health, mental well-being, and overall quality of life, leading to increased stress levels, exhaustion, and decreased productivity. Moreover, extended work hours may limit CDWs' opportunities for rest, leisure, and personal development, hindering their socio-economic empowerment and contributing to their vulnerability to exploitation or abuse.

Conversely, smaller proportions of CDWs spend fewer hours for daily work, suggesting potential variations in work schedules and demands within the domestic work sector. While some CDWs work exactly 10 hours (20.59%), 9 hours (13.24%), or 8 hours (4.41%), adherence to standard work hours may promote better work-life balance, reduce the risk of work-related injuries or illnesses, and improve CDWs' overall job satisfaction and well-being. Understanding the implications of daily work hours on CDWs' health, safety, and quality of life is essential for identifying opportunities to promote fair and dignified working conditions within the domestic work sector. By addressing the root causes of long working hours, ensuring compliance with labor regulations, and promoting work-life balance initiatives, policymakers and stakeholders can enhance the rights, dignity, and socio-economic empowerment of CDWs, contributing to a more equitable and inclusive labor environment.

No. of Family Members Served Profile

Presented as Table 18, the distribution of family sizes served at home is outlined in this dataset. It delineates families into three distinct categories based on the number of members: those with more than 10 members, families consisting of 6 to 10 members, and households with 1 to 5 members. Notably, the table illustrates the frequency (f) and percentage (%) of families belonging to each group. The data reveals that the majority of families served, comprising 57.14%, fall within the 6 to 10 member range, indicating a prevalent family size within the serviced population. Meanwhile, families with more than 10 members constitute 28.75% of the total served, suggesting a considerable segment of larger households availing home services. Conversely, households with 1 to 5 members represent 14.29% of those served. Altogether, this dataset, encompassing a total of 70 families, offers valuable insights into the composition of families seeking home-based services, aiding in understanding the demographics and preferences of served households.

Table 18 No. of Family Members Served at Home

No. of Family Members Served	f	%
More than 10 members	20	28.75
6 to 10 members	40	57.14
1 to 5 members	10	14.29
Total	70	100

Table 18 sheds light on the distribution of family sizes availing home services, offering implications and insights into household dynamics and service utilization patterns. The prevalence of families with 6 to 10

members, comprising over half of the served population at 57.14%, suggests a common family structure within the demographic seeking home-based assistance. This finding underscores the significance of accommodating larger family units in service provision strategies, as these households may have distinct needs and requirements compared to smaller families. Furthermore, the substantial representation of families with more than 10 members, accounting for 28.75% of those served, highlights the importance of catering to diverse family sizes and compositions in service planning. Understanding the specific challenges and dynamics faced by larger households can inform tailored interventions and support initiatives to meet their unique needs effectively.

Conversely, the presence of households with 1 to 5 members, constituting 14.29% of those served, indicates the diversity within the served population, encompassing both larger and smaller family units. While smaller families may have different dynamics and requirements compared to larger households, acknowledging their presence in the service recipient pool is crucial for ensuring inclusivity and equity in service delivery. Moreover, this insight suggests the importance of flexibility in service provision approaches to accommodate varying family sizes and compositions, thereby enhancing the accessibility and effectiveness of home-based services for a broader range of households. Overall, the findings of Table 18 underscore the significance of considering family size diversity in service planning and delivery, facilitating more inclusive and responsive support systems tailored to the unique needs and dynamics of households seeking home-based assistance.

Treatment of Employers to Child Domestic Workers

Table 19 provides insights into the treatment of employers towards Child Domestic Workers (CDWs), focusing on experiences of abuse and the types of abuse encountered by CDWs in their workplace environments. The table displays the count (f) and percentage (%) of CDWs who have experienced abuse from their employers, as well as the types of abuse reported by CDWs. A notable highlight is that 13.00% of CDWs have experienced abuse from their employers, indicating that a significant proportion of CDWs have been subjected to mistreatment or exploitation in their workplace.

Among CDWs who have experienced abuse, various types of abuse are reported, including physical, sexual, verbal, psychological, and economic abuse. Physical abuse is reported by 5.70% of CDWs, sexual abuse by 4.30%, verbal abuse by 7.10%, psychological abuse by 1.40%, and economic abuse by 4.30%. These findings underscore the prevalence of multiple forms of abuse within the domestic work sector, highlighting the vulnerability of CDWs to various forms of mistreatment and exploitation. Understanding the experiences of abuse faced by CDWs is crucial for identifying gaps in protection mechanisms, addressing root causes of abuse, and promoting the rights and well-being of CDWs in the workplace. By recognizing the diverse forms of abuse encountered by CDWs and implementing targeted interventions to prevent and address abuse, policymakers and stakeholders can work towards creating safer and more dignified working conditions for CDWs within the domestic work sector.

Table 19 Treatment of Employers to Child Domestic Workers

Abuse of child domestic workers (n= 70)	f	%
Have experienced abuse from employer		
Yes	9	13.00
No	60	87.00

Type of Abuse		
Physical	4	5.70
Sexual	3	4.30
Verbal	5	7.10
Psychological	1	1.40
Others (Economic)	3	4.30

Table 19 sheds light on the treatment of employers towards Child Domestic Workers (CDWs), revealing concerning findings regarding the prevalence of abuse experienced by CDWs in their workplace environments. The data indicate that 13.00% of CDWs have experienced abuse from their employers, underscoring the significant vulnerability of CDWs to mistreatment and exploitation within the domestic work sector. Furthermore, the various types of abuse reported by CDWs, including physical, sexual, verbal, psychological, and economic abuse, highlight the multifaceted nature of the challenges faced by CDWs and the diverse forms of mistreatment they may encounter in their workplaces. These findings underscore the urgent need for comprehensive protections and support mechanisms to safeguard the rights and well-being of CDWs and address the root causes of abuse within the domestic work sector.

Moreover, the prevalence of abuse experienced by CDWs emphasizes the importance of strengthening legal frameworks, enhancing enforcement mechanisms, and promoting awareness-raising initiatives to prevent and address abuse effectively. Creating a culture of zero tolerance for abuse, fostering greater accountability among employers, and empowering CDWs to assert their rights and access support services are essential steps towards promoting safer and more dignified working conditions for CDWs. Additionally, collaborative efforts involving policymakers, employers, civil society organizations, and other stakeholders are essential for implementing systemic reforms that prioritize the protection and empowerment of CDWs and ensure their full realization of their rights as workers and individuals. By addressing the root causes of abuse and promoting a rights-based approach to domestic work, societies can work towards creating more equitable, inclusive, and just labor environments for CDWs.

Privileges and benefits enjoyed by the Domestic Workers

Table 20 presents data on the privileges and benefits received by Child Domestic Workers (CDWs), categorizing them into various types of benefits. The table displays the count (f) and percentage (%) of CDWs receiving each type of privilege or benefit, as well as the total count and percentage for the entire CDW population. A notable highlight is that the majority of CDWs receive a day off, comprising 55.70% of the total CDW population. This indicates that a significant portion of CDWs are provided with opportunities for rest, leisure, and personal time away from work, potentially contributing to their overall well-being and work-life balance.

Furthermore, other privileges and benefits received by CDWs include sick leave (20.00%), vacation leave (25.70%), and 13th-month pay (34.30%). Additionally, smaller percentages of CDWs receive benefits such as PhilHealth coverage (4.30%), educational support (2.90%), and other unspecified benefits (4.30%). These findings highlight the variability in the provision of privileges and benefits among CDWs, reflecting differences in employer practices, contractual arrangements, and compliance with labor regulations within the domestic work sector. Understanding the distribution of privileges and benefits among CDWs is crucial for identifying gaps in support mechanisms, advocating for the rights of CDWs, and promoting fair and dignified working conditions within the domestic work sector.

Table 20 Privileges and Benefits

Privileges and benefits received	f	%
PhilHealth	3	4.30
Sick Leave	14	20.00
Vacation Leave	18	25.70
Day Off	39	55.70
13 th Month Pay	24	34.30
Educational Support	2	2.90
Others	3	4.30

Table 20 provides valuable insights into the privileges and benefits received by Child Domestic Workers (CDWs), highlighting both areas of provision and potential gaps in support within the domestic work sector. The high percentage of CDWs receiving a day off, comprising 55.70% of the total CDW population, indicates that a significant portion of CDWs are afforded opportunities for rest and leisure, which are essential for their overall well-being and work-life balance. This provision of a day off reflects positive employer practices in recognizing the rights of CDWs to leisure time and personal relaxation, contributing to their physical and mental health.

However, disparities exist in the provision of other privileges and benefits among CDWs. While substantial percentages receive benefits such as sick leave (20.00%), vacation leave (25.70%), and 13th-month pay (34.30%), smaller proportions benefit from other supports like PhilHealth coverage (4.30%) and educational assistance (2.90%). These variations underscore the need for more comprehensive and standardized support mechanisms for CDWs, ensuring equitable access to essential benefits and protections. Addressing gaps in benefits provision and promoting the rights of CDWs to fair and dignified working conditions are crucial steps towards enhancing the socio-economic security and well-being of CDWs within the domestic work sector.

Reasons of Kasambahays for Working Profile

Table 21 presents data on the reasons why Kasambahays (domestic workers) engage in work, categorizing them into various motivations. The table displays the count (f) and percentage (%) of Kasambahays citing each reason for working, as well as the total count and percentage for the entire Kasambahay population. A notable highlight is that the majority of Kasambahays work to support education, comprising 57.14% of the total Kasambahay population. This indicates that a significant portion of Kasambahays are driven by the desire to contribute to the educational pursuits of themselves or their family members, highlighting the importance placed on education as a priority for many households.

Furthermore, other common reasons cited by Kasambahays for working include helping the family (28.57%) and buying personal things (10.00%). Additionally, a smaller percentage of Kasambahays cite other unspecified reasons for working (4.29%). These findings underscore the diverse motivations driving individuals to engage in domestic work, reflecting the complex socio-economic dynamics and household

circumstances faced by Kasambahays. Understanding the reasons for working among Kasambahays is essential for identifying their needs, aspirations, and challenges, as well as informing targeted interventions and policies aimed at promoting their socio-economic well-being and empowerment within the domestic work sector.

Table 21 Reasons of Kasambahays for Working

Reasons for working	f	%
To help the family	20	28.57
Support education	40	57.14
Buy personal things	7	10.00
Others	3	4.29
Total	70	100

Table 21 offers significant insights into the motivations driving Kasambahays (domestic workers) to engage in work, revealing the diverse reasons that influence their employment decisions within the domestic work sector. The high percentage of Kasambahays citing support for education as their reason for working, comprising 57.14% of the total Kasambahay population, underscores the critical role of education in shaping employment choices and aspirations among households employing domestic workers. This finding highlights the multifaceted ways in which domestic work serves as a means to access educational opportunities and invest in human capital development, reflecting the aspirations of individuals and families for socio-economic advancement and upward mobility through education.

Moreover, the reasons cited by Kasambahays for working, including helping the family (28.57%) and buying personal things (10.00%), reflect the diverse socio-economic circumstances and household needs that drive individuals to seek employment in the domestic work sector. Understanding the underlying motivations behind Kasambahays' engagement in work is crucial for designing targeted interventions and support programs that address their specific needs, aspirations, and challenges. By recognizing the diverse reasons for working among Kasambahays and promoting policies that support their socio-economic empowerment and well-being, policymakers and stakeholders can work towards creating more inclusive and equitable labor environments within the domestic work sector, ultimately fostering greater opportunities for individuals and families to achieve their full potential.

Job of Employers of the Domestic Workers Profile

Table 22 presents data on the occupations of employers who hire Kasambahays (domestic workers), categorizing them into different job categories. The table displays the count (f) and percentage (%) of employers belonging to each job category, as well as the total count and percentage for the entire employer population. A notable highlight is that the most common occupation among employers of Kasambahays is owning a business, comprising 35.71% of the total employer population. This indicates that a significant portion of Kasambahays are employed by individuals who are business owners, reflecting the employment patterns and economic roles of entrepreneurial households in hiring domestic workers.

Furthermore, other common occupations of employers include government employees (21.43%) and private employees (28.57%), reflecting the diversity of employment sectors from which Kasambahays' employers are drawn. Additionally, a smaller percentage of employers belong to other categories, such as overseas Filipino workers (OFWs) (14.29%). These findings highlight the varied occupational backgrounds of employers within the domestic work sector and the different contexts in which Kasambahays are employed. Understanding the occupations of employers of Kasambahays is essential for contextualizing the employment relationships and dynamics within the domestic work sector, informing policy interventions, and promoting fair labor practices and protections for both workers and employers.

Table 22 Job of the Employers of the Kasambahays

Job of Employers	f	%
Own a business	25	35.71
Government employee	15	21.43
Private employee	20	28.57
Others (OFW)	10	14.29
Total	70	100

Table 22 offers valuable insights into the occupations of employers who hire Kasambahays (domestic workers), shedding light on the diverse employment contexts and dynamics within the domestic work sector. The prevalence of business owners among employers of Kasambahays, comprising 35.71% of the total employer population, highlights the significant role of entrepreneurial households in the employment of domestic workers. This finding underscores the importance of small businesses and self-employed individuals as key contributors to domestic labor demand, reflecting the employment patterns and economic activities of entrepreneurial households in hiring domestic workers to assist with household chores and caregiving responsibilities.

Moreover, the occupations of employers encompass various sectors, including government employees (21.43%), private employees (28.57%), and overseas Filipino workers (OFWs) (14.29%). This diversity in employer occupations reflects the multifaceted nature of the domestic work sector and the different contexts in which Kasambahays are employed. Understanding the occupational backgrounds of employers is crucial for identifying the socio-economic dynamics and power relations within the domestic work sector, as well as informing targeted interventions aimed at promoting fair labor practices, improving working conditions, and protecting the rights and well-being of both Kasambahays and their employers. By recognizing the diverse employment contexts of Kasambahays and their employers, policymakers and stakeholders can develop policies and programs that address the specific needs, challenges, and aspirations of individuals and households engaged in domestic work, ultimately contributing to a more inclusive and equitable labor environment.

PERCEPTIONS OF THE CSWDO PERSONNEL AND THE DOMESTIC WORKERS IN THE IMPLEMENTATION OF SOCIAL SERVICES FOR THE DOMESTIC WORKERS

This part of the chapter discussed the perceptions of the respondents on the implementation of the social services to the Kasambahays. The programs are Registration of Kasambahays, Pre-Employment Services, Quick Response Mechanism, Education and Training and Social Protection and Health.

Registration of Domestic Workers Profile

Table 23 provides insights into the registration of Domestic Workers, comparing the perceptions of Community Social Welfare and Development Office (CSWDO) personnel and Batang Kasambahays (young domestic workers). The table presents ratings for different aspects of the registration process, including ongoing registration in barangays, house-to-house visitation by Kasambahay Desk Officers, and the ease of understanding the registration form. The ratings are presented as mean scores, standard deviations (SD), and verbal descriptions (VS for very satisfactory, F for fair) to indicate the perceived effectiveness and satisfaction levels with each aspect of the registration process.

A notable highlight is the relatively high mean scores for each aspect of the registration process among CSWDO personnel, suggesting positive perceptions regarding the effectiveness and efficiency of the registration efforts. Specifically, CSWDO personnel rate ongoing registration in barangays, house-to-house visitation by Kasambahay Desk Officers, and the ease of understanding the registration form above the average score of 3.64, indicating overall satisfaction with the registration process. In contrast, Batang Kasambahays provide lower ratings for each aspect, with mean scores below the average, suggesting less favorable perceptions and potential areas for improvement in the registration process from the perspective of young domestic workers.

Table 23 Registration of Domestic Workers

Registration of Domestic Workers	CSWDO Personnel			Batang Kasambahays		
	f	%		f	%	
	Mean	SD	Verbal Description	Mean	SD	Verbal Description
1. On-going registration of Kasambahays in every barangay	3.69	0.81	VS	1.94	1.32	F
2. Kasambahay Desk Officers conduct house to house visitation for	3.54	0.84	VS	1.90	1.22	F

the registration of Kasambahays						
3. Registration form is easy to understand	3.88	0.86	VS	2.04	1.22	F
Average	3.64	0.77	VS	1.97	1.03	F

Legend:

- 4.20-5.00 Outstanding (O)**
- 3.40-4.19 Very Satisfactory (VS)**
- 2.60-3.39 Satisfactory (S)**
- 1.80-2.59 Fair (F)**
- 1.00-1.79 Poor (P)**

Table 23 offers valuable insights into the registration process of Domestic Workers, contrasting the perspectives of Community Social Welfare and Development Office (CSWDO) personnel with those of Batang Kasambahays (young domestic workers). The relatively high mean scores provided by CSWDO personnel across all aspects of the registration process suggest a positive perception of the effectiveness and efficiency of registration efforts from the perspective of administrative stakeholders. This indicates a level of satisfaction with ongoing registration initiatives in barangays, house-to-house visitation by Kasambahay Desk Officers, and the clarity of registration forms, reflecting the perceived success of these initiatives in facilitating the registration of domestic workers.

Conversely, the lower mean scores provided by Batang Kasambahays for each aspect of the registration process highlight potential areas for improvement and suggest less favorable perceptions among young domestic workers regarding registration procedures. These findings underscore the importance of considering the perspectives and experiences of domestic workers themselves in the design and implementation of registration initiatives. Addressing concerns raised by Batang Kasambahays, such as enhancing accessibility, communication, and clarity of registration procedures, is crucial for ensuring the inclusivity, effectiveness, and legitimacy of registration efforts. By incorporating the voices of domestic workers into decision-making processes and actively engaging with their feedback, policymakers and stakeholders can enhance the registration process, improve compliance, and promote the rights and well-being of domestic workers within the domestic work sector.

Pre-Employment Services Profile

Table 24 presents data on pre-employment services, comparing the perceptions of Community Social Welfare and Development Office (CSWDO) personnel with those of Batang Kasambahays (young domestic workers). The table displays ratings for various aspects of pre-employment services, including awareness and satisfaction with pre-employment seminars, as well as the facilitation of Kasambahay Desk Officers (KDOs) for referrals of young domestic workers to Public Employment Service Offices (PESO) while seeking employment. The ratings are presented as mean scores, standard deviations (SD), and verbal

descriptions (VS for very satisfactory, F for fair) to indicate the perceived effectiveness and satisfaction levels with each aspect of pre-employment services.

A notable highlight is the relatively high mean scores provided by CSWDO personnel for each aspect of pre-employment services, suggesting positive perceptions regarding the effectiveness and quality of services provided. Specifically, CSWDO personnel rate their awareness and satisfaction with pre-employment seminars, as well as the facilitation of KDOs for referrals to PESO, above the average score of 3.51, indicating overall satisfaction with the delivery of pre-employment services. In contrast, Batang Kasambahays provide lower mean scores for each aspect, with mean scores below the average, suggesting less favorable perceptions and potential areas for improvement in pre-employment services from the perspective of young domestic workers.

Table 24 Pre-Employment Services

Pre-Employment Services	CSWDO Personnel			Batang Kasambahays		
	F	%		f	%	
	Mean	SD	VD	Mean	SD	VD
1. Awareness of the pre-employment seminar	3.48	0.99	VS	1.93	1.10	F
2. Satisfaction of the pre-employment seminar	3.56	1.00	VS	2.00	1.08	F
3. Facilitation of Kasambahay Desk Officers (KDOs) for referrals of Kasambahays to PESO while seeking for employment	3.58	0.95	VS	2.29	1.05	F
Average	3.51	0.92	VS	2.07	0.89	F

Table 24 offers insights into the perceptions of Community Social Welfare and Development Office (CSWDO) personnel and Batang Kasambahays (young domestic workers) regarding pre-employment services. The relatively high mean scores provided by CSWDO personnel suggest a positive perception of the effectiveness and quality of pre-employment services from the perspective of administrative

stakeholders. This indicates satisfaction with various aspects of pre-employment services, including awareness and satisfaction with pre-employment seminars, as well as the facilitation of referrals by Kasambahay Desk Officers (KDOs) to Public Employment Service Offices (PESO). These findings suggest that pre-employment services are generally viewed as satisfactory by CSWDO personnel, reflecting the perceived success of these initiatives in preparing young domestic workers for employment opportunities.

Conversely, the lower mean scores provided by Batang Kasambahays indicate less favorable perceptions and potential areas for improvement in pre-employment services from the perspective of young domestic workers. These findings highlight the importance of considering the needs and experiences of domestic workers themselves in the design and delivery of pre-employment services. Addressing concerns raised by Batang Kasambahays, such as enhancing awareness, accessibility, and satisfaction with pre-employment seminars, as well as improving the facilitation of referrals to PESO by KDOs, is crucial for ensuring the effectiveness and inclusivity of pre-employment services. By incorporating the perspectives of young domestic workers into the planning and implementation of pre-employment initiatives, policymakers and stakeholders can enhance the quality of services provided and better support the transition of domestic workers into the labor market.

Quick Response Mechanism Profile

Table 25 presents data on the Quick Response Mechanism, comparing the perceptions of Community Social Welfare and Development Office (CSWDO) personnel with those of Batang Kasambahays (young domestic workers). The table displays ratings for various aspects of the Quick Response Mechanism, including immediate action for reported cases of abused Kasambahays, mediation in conflicts between Kasambahays and employers, facilitation of referrals for medical assistance, and referral for legal assistance if necessary. The ratings are presented as mean scores, standard deviations (SD), and verbal descriptions (VS for very satisfactory, P for partially satisfactory) to indicate the perceived effectiveness and satisfaction levels with each aspect of the Quick Response Mechanism.

A notable highlight is the relatively high mean scores provided by both CSWDO personnel and Batang Kasambahays for each aspect of the Quick Response Mechanism, suggesting positive perceptions regarding the effectiveness and responsiveness of the mechanism in addressing the needs and concerns of domestic workers. Specifically, both groups rate the immediate action for reported cases of abused Kasambahays, mediation in conflicts, facilitation of referrals for medical assistance, and referral for legal assistance above the average score of 3.75, indicating overall satisfaction with the Quick Response Mechanism. These findings suggest that the mechanism is generally viewed as satisfactory by both CSWDO personnel and Batang Kasambahays, reflecting the perceived success of these initiatives in providing timely and appropriate support to domestic workers facing challenges or crises.

Furthermore, the Quick Response Mechanism is viewed as an essential tool for providing immediate assistance and support to Kasambahays facing various challenges, including cases of abuse, conflicts with employers, and the need for medical or legal assistance.

Table 25 Quick Response Mechanism

Quick Response Mechanism	CSWDO Personnel			Batang Kasambahays		
	F	%		f	%	

	Mean	SD	VD	Mean	SD	VD
1. Immediate action for reported cases of abused Kasambahays	3.93	0.96	VS	2.40	1.46	P
2. Mediation in the conflict of Kasambahays and employers	3.81	0.68	VS	2.75	1.30	P
3. Facilitation of referrals for medical assistance, if needed	3.67	0.73	VS	2.60	1.39	P
4. Referral for legal assistance if case should be filed	3.68	0.82	VS	2.31	1.28	P
Average	3.75	0.70	VS	2.52	1.07	P

Table 25 provides valuable insights into the Quick Response Mechanism, revealing positive perceptions from both Community Social Welfare and Development Office (CSWDO) personnel and Batang Kasambahays regarding its effectiveness and responsiveness. The relatively high mean scores for each aspect of the mechanism, rated above the average score of 3.75 by both groups, indicate overall satisfaction with the promptness and efficiency of the mechanism in addressing the needs and concerns of domestic workers.

Moreover, the positive perceptions expressed by CSWDO personnel and Batang Kasambahays underscore the importance of having a robust and accessible support system in place to address the unique vulnerabilities and risks faced by domestic workers. The Quick Response Mechanism serves as a critical safety net, offering timely interventions and referrals to ensure the well-being and protection of Kasambahays in times of crisis or distress. These findings highlight the effectiveness of collaborative efforts between government agencies, community organizations, and stakeholders in safeguarding the rights and dignity of domestic workers and promoting a supportive and inclusive labor environment within the domestic work sector.

Education and Training Profile

Table 26 presents data on education and training initiatives, comparing the perceptions of Community Social Welfare and Development Office (CSWDO) personnel with those of Batang Kasambahays (young domestic workers). The table displays ratings for various aspects of education and training, including enrolment in Alternative Learning System (ALS), enrolment in Night High Schools, access to educational scholarships and financial assistance, implementation of skills upgrading programs, and expansion of learning and training schemes through short-term literacy and vocational programs. The ratings are presented as mean scores, standard deviations (SD), and verbal descriptions (VS for very satisfactory, S for satisfactory) to indicate the perceived effectiveness and satisfaction levels with each aspect of education and training initiatives.

A notable highlight is the relatively high mean scores provided by both CSWDO personnel and Batang Kasambahays for each aspect of education and training initiatives, indicating overall satisfaction with the accessibility and quality of these programs. Specifically, both groups rate the enrolment in ALS, access to educational scholarships and financial assistance, and implementation of skills upgrading programs above the average score of 3.71, indicating a high level of satisfaction. However, there is a discrepancy in perceptions regarding enrolment in Night High Schools, with Batang Kasambahays rating it significantly

higher than CSWDO personnel, suggesting differing perspectives on the effectiveness of this particular initiative. Overall, the findings suggest that education and training initiatives are generally viewed as satisfactory by both CSWDO personnel and Batang Kasambahays, reflecting the perceived success of these programs in providing opportunities for learning and skills development.

Table 26 Education and Training

Education and Training	CSWDO Personnel			Batang Kasambahays		
	F	%		f	%	
	Mean	SD	V D	Mean	SD	V D
1. Enrolment in Alternative Learning System (ALS)	3.89	0.80	VS	2.99	1.59	S
2. Enrolment in Night High Schools	3.70	0.91	VS	4.13	1.28	VS
3. Access to educational scholarships and financial assistance	3.77	0.86	VS	3.30	1.53	S
4. Implementation of skills upgrading programs	3.67	0.76	VS	2.94	1.54	S
5. Expansion of Learning and Training schemes through short-term literacy and vocational programs	3.54	1.03	VS	2.91	1.51	S
Average	3.71	0.76	VS	3.25	1.18	S

Table 26 offers valuable insights into education and training initiatives, highlighting perceptions from both Community Social Welfare and Development Office (CSWDO) personnel and Batang Kasambahays regarding their effectiveness and accessibility. The relatively high mean scores provided by both groups

for each aspect of education and training initiatives indicate overall satisfaction with the quality and availability of these programs. Specifically, initiatives such as enrolment in Alternative Learning System (ALS), access to educational scholarships and financial assistance, and implementation of skills upgrading programs are viewed favorably by both CSWDO personnel and Batang Kasambahays, reflecting the perceived success of these initiatives in providing opportunities for learning and skills development within the domestic work sector.

However, the discrepancy in perceptions regarding enrolment in Night High Schools suggests differing perspectives between CSWDO personnel and Batang Kasambahays on the effectiveness of this specific initiative. While Batang Kasambahays rate enrolment in Night High Schools significantly higher than CSWDO personnel, indicating a high level of satisfaction, CSWDO personnel provide a slightly lower rating. This difference in perception may reflect varying levels of awareness, experiences, or priorities among the two groups. Nonetheless, the overall positive perceptions expressed by both CSWDO personnel and Batang Kasambahays underscore the importance of education and training initiatives in empowering domestic workers, enhancing their skills, and promoting socio-economic advancement within the domestic work sector.

Social Protection and Health Profile

Table 27 presents data on social protection and health initiatives, comparing the perceptions of Community Social Welfare and Development Office (CSWDO) personnel with those of Batang Kasambahays (young domestic workers). The table displays ratings for various aspects of social protection and health, including orientation on how to register for Social Security System (SSS) and PhilHealth, facilitation of SSS and PhilHealth application for Kasambahays, discussion on contribution to SSS and PhilHealth, and discussion on the counterpart of employers to the contribution. The ratings are presented as mean scores, standard deviations (SD), and verbal descriptions (VS for very satisfactory, F for fair) to indicate the perceived effectiveness and satisfaction levels with each aspect of social protection and health initiatives.

A notable highlight is the relatively high mean scores provided by CSWDO personnel for each aspect of social protection and health initiatives, suggesting positive perceptions regarding the effectiveness and accessibility of these programs. CSWDO personnel rate orientation on how to register for SSS and PhilHealth, facilitation of application processes, and discussions on contributions and employer counterparts above the average score of 3.63, indicating overall satisfaction with the delivery of social protection and health initiatives. However, Batang Kasambahays provide lower mean scores for each aspect, with ratings below the average, suggesting less favorable perceptions and potential areas for improvement in social protection and health initiatives from the perspective of young domestic workers.

Table 27 Social Protection and Health

Social Protection and Health	CSWDO Personnel			Batang Kasambahays		
	F	%		f	%	
	Mean	SD	VD	Mean	SD	VD

1. Orientation on how to register to SSS and PhilHealth	3.70	0.88	VS	2.27	1.36	F
2. Facilitation of SSS and PhilHealth application of Kasambahays	3.77	0.99	VS	2.14	1.26	F
3. Discussion on contribution to SSS and PhilHealth	3.75	1.00	VS	2.12	1.29	F
4. Discussion on counterpart of employers to the contribution	3.48	1.09	VS	2.25	1.40	F
Average	3.63	0.96	VS	2.18	1.14	F

Table 27 sheds light on social protection and health initiatives, revealing differing perceptions between Community Social Welfare and Development Office (CSWDO) personnel and Batang Kasambahays. The relatively high mean scores provided by CSWDO personnel suggest positive perceptions regarding the effectiveness and accessibility of these programs. CSWDO personnel rate various aspects such as orientation on registration processes, facilitation of application procedures, and discussions on contributions and employer counterparts above the average score of 3.63, indicating overall satisfaction with the delivery of social protection and health initiatives. However, the lower mean scores provided by Batang Kasambahays suggest less favorable perceptions and potential areas for improvement. These ratings below the average indicate that young domestic workers may face challenges or barriers in accessing and understanding social protection and health services, highlighting the need for targeted interventions to enhance accessibility, communication, and support for this vulnerable group.

The discrepancy in perceptions between CSWDO personnel and Batang Kasambahays underscores the importance of considering the perspectives and experiences of domestic workers themselves in the design and delivery of social protection and health initiatives. Addressing concerns raised by Batang Kasambahays, such as enhancing awareness, accessibility, and understanding of registration processes and contributions, is crucial for ensuring the effectiveness and inclusivity of these initiatives. By incorporating the voices of domestic workers into decision-making processes and actively engaging with their feedback, policymakers and stakeholders can tailor programs and services to better meet the needs and preferences of this marginalized population, ultimately promoting their health, well-being, and socio-economic empowerment within the domestic work sector.

Social Services for Domestic Workers

Table 28 presents findings related to local social services, focusing on the comparison between service

providers and clients. It includes various services such as the registration of Kasambahay, pre-employment services, Quick Response Mechanism, education and training, and social protection and health. The table provides mean scores (X) and standard deviations (SD) for both service providers and clients, allowing for a comparison of perceptions between the two groups. Additionally, it includes t-values and p-values to indicate the significance of the differences observed between service providers and clients regarding their perceptions of these services.

A notable highlight of the table is the consistently high significance levels observed across all services, with p-values indicating very highly significant differences between service providers and clients. This suggests significant disparities in perceptions between the two groups across various dimensions of local social services. Specifically, services such as the registration of Kasambahay, pre-employment services, Quick Response Mechanism, and social protection and health are perceived differently by service providers and clients, with clients generally rating these services lower compared to service providers. However, the significance levels vary slightly across services, with education and training showing a significant difference but with a lower level of significance compared to other services. Overall, these findings underscore the importance of understanding and addressing the differing perspectives and experiences of service providers and clients to enhance the effectiveness and inclusivity of local social services.

Particularly noteworthy is the lower rating of services by clients compared to service providers, suggesting potential gaps in service delivery or communication that need to be addressed. These differences underscore the importance of actively engaging with clients to understand their needs, preferences, and experiences, and to incorporate their feedback into the design and delivery of social services.

Table 28 Local Social Services

Service s	Service Provider		Client		t	p-value	Interpretation
	x	SD	X	SD			
Registration of Kasambahay	3.64	.773	1.97	1.033	-8.853	<.001	Very Highly Significant
Pre-employment service	3.51	.917	2.07	.886	-7.271	<.001	Very Highly Significant
Quick Response Mechanism	3.75	.705	2.52	1.074	-6.654	<.001	Very Highly Significant

Educ ion and Traini ng	3. 7 1	.7 60	3. 25	1.1 78	- 2.24 8	.02 8	Signific ant
Social Protect ion and Health	3. 6 3	.9 61	2. 18	1.1 37	- 6.11 1	<.0 01	Very Highly Signifi cant

Table 28 offers crucial insights into the perceptions of both service providers and clients regarding local social services. The consistently very highly significant differences observed across all services indicate notable disparities in how these services are perceived between the two groups.

These findings highlight the need for targeted interventions aimed at bridging the gap between service providers and clients to improve the delivery and effectiveness of local social services. Addressing the discrepancies in perceptions observed in Table 28 requires a multifaceted approach that involves enhancing communication channels, providing comprehensive training for service providers, and implementing mechanisms for soliciting and integrating client feedback. By fostering a collaborative relationship between service providers and clients, local authorities can ensure that social services are tailored to meet the diverse needs of the community and are delivered in a manner that is accessible, equitable, and responsive to the concerns of those they aim to serve.

ISSUES AND CONCERNS ENCOUNTERED IN THE DELIVERY OF LOCAL SOCIAL SERVICES TO DOMESTIC WORKERS

Table 29 provides insights into the issues and concerns of Child Domestic Workers (CDWs), ranking them based on mean scores and standard deviations (SD). The table highlights the top concerns reported by CDWs, including unapproachable Community Social Welfare and Development Office (CSWDO) staff, slow responses to complaints, lack of free livelihood skills training, and CDWs' reluctance to seek assistance from the locality. These concerns are ranked according to their mean scores, with unapproachable CSWDO staff and slow responses to complaints occupying the top two positions, indicating their significant impact on CDWs' experiences and well-being.

A notable highlight of the table is the range of concerns expressed by CDWs, encompassing various aspects such as access to social services, educational assistance, legal aid, and medical support. Issues such as the absence of free educational and legal assistance, lack of temporary shelter for abused CDWs, and employers' restrictions on CDWs' registration in the barangay underscore the complex challenges faced by CDWs within the domestic work sector. Additionally, the rankings provide valuable insights into the priorities and needs of CDWs, highlighting areas where interventions and support mechanisms are most urgently required to address their vulnerabilities and improve their working conditions and quality of life.

Table 29 Issues and Concerns of the Child Domestic Workers

Issues and Concerns by the Child Domestic Workers	Mean	SD	Rank
Unapproachable CSWDO Staff	7.48	3.39	1

Slow response to the complaints of Domestic Workers	7.41	4.97	2
No free livelihood skills training	6.87	2.94	3
Domestic Workers do not ask any assistance from the locality	6.83	3.53	4
No info-dissemination on the social services for the Domestic Workers	6.48	3.52	5
No temporary shelter to abused Domestic Workers	6.44	3.51	6
Written contract is not available in the barangay	6.15	3.57	7
Child Domestic Workers are not willing to register in the barangay	5.94	3.41	8
No free educational assistance	5.76	3.46	9
No free legal assistance	5.54	3.32	10
No free medical assistance	5.32	3.32	11
Employers do not allow their Child Domestic Workers to register in the barangay	5.27	4.02	12

Table 29 offers a comprehensive view of the issues and concerns faced by Child Domestic Workers (CDWs), shedding light on their experiences within the domestic work sector. The ranking of concerns based on mean scores and standard deviations reveals the most pressing challenges encountered by CDWs, with unapproachable CSWDO staff and slow responses to complaints emerging as the top two concerns. These findings highlight systemic barriers that hinder CDWs from accessing support and assistance, indicating a critical need for improved communication channels and more responsive grievance mechanisms within the community welfare system.

Moreover, the range of concerns expressed by CDWs, spanning from access to social services to employers' restrictions on registration, underscores the multifaceted nature of the challenges faced by this vulnerable group. Issues such as the absence of free educational and legal assistance, as well as the lack of temporary shelter for abused CDWs, underscore the urgent need for targeted interventions and support mechanisms to address the complex needs of CDWs and safeguard their rights and well-being. Addressing these concerns requires a holistic approach that involves collaboration between local authorities, community organizations, and relevant stakeholders to develop comprehensive support systems tailored to the unique needs and circumstances of CDWs within the domestic work sector.

4.1 Summary of Findings

This study aimed to assess the perceptions of the CSWDO personnel and Kasambahays in the delivery of local social services to Domestic Workers in Lapu-Lapu City as basis to develop a Batang Kasambahay Welfare Model. The data gathered were: the profile of the respondents as to: age and gender, civil status, educational attainment, designation, length of service in the office, basic information about the child domestic workers, type of household work, no. of years as Domestic Worker in present employer, salary received, hours spent for daily work, method of payment of wages, lodging, food, medical assistance, benefits received, no. of family members served inside the house, treatment of employers, abuses, reasons of working and job of their employers. The study also considered the extent of the delivery of local social services for the Domestic Workers as perceived by both group respondents in terms of: registration of Kasambahays, pre-employment services, quick response mechanism, education and training and social

protection and health. Furthermore, it also discussed the test of significant difference between CSWDO personnel and Kasambahays on the social services as well as the ranking on the issues and concerns of the respondents in the delivery of local social services to Domestic Workers.

FINDINGS

There were two (2) groups of respondents, 30 CSWDO personnel who were service providers of the social services for the Domestic Workers and 70 Child Domestic Workers who are beneficiaries of the social services and are working in upper class and middle class families in Lapu-Lapu City.

Majority of the CSWDO personnel and Kasambahays are females and their age bracket ranges from 46 and above and 41 to 45 years old while the Kasambahays are 15 to 17 and 14 to 12 years old. Almost all of the CSWDO personnel are widow/er while high percentage of Child Domestic Workers are still single. With regard to educational attainment, most of the CSWDO personnel reached elementary level while the Child Domestic Workers are in high school.

In terms of designation, KDOs have the most number of personnel in CSWDO for they were deployed in the barangays to monitor the condition of the Domestic Workers while they have supervisor who is a Social Welfare Officer 3 together with the staff who are Social Welfare Officers 1 and Social Welfare Assistants 1.

Most of the CSWDO personnel and the Child Domestic Workers are predominantly Roman Catholics although there were some who belong in other religious affiliations such as Born Again Christian, Iglesia ni Cristo, Baptist and Muslim.

Majority of the Child Domestic Workers are doing all around chores inside the employer's house. They do not have their own room thus they don't have privacy. The salary that they receive is below the minimum wage as required by DOLE and hours they spent at work is beyond 8 hours. A good number of Child Domestic Workers were not provided with medical attendance by their employers and very few of them receive benefits at work.

The evident rating of the CSWDO personnel with the social services being implemented by the City Government of Lapu-Lapu to the Domestic Workers is **Very Satisfactory** while it contradicts with the rate from the beneficiaries themselves (Child Domestic Workers) which gave a **Fair** rating to the social services being rendered by the locality.

The test of significant mean difference between the CSWDO personnel and the Child Domestic Workers as to the delivery of local social services showed acceptance on rejecting the null hypothesis for there is a very high significant difference from their perceptions.

The five most ranking issues and concerns in the delivery of local social services for CSWDO Personnel and Kasambahays are **“Unapproachable CSWDO Staff, Slow response to the complaints of Domestic Workers, No free livelihood skills training, Domestic Workers do not ask assistance, and No information dissemination on the social services for the Domestic Workers.”**

CONCLUSIONS

Based on the findings of the study, the researcher concludes that the Domestic Workers in Lapu-Lapu City are not fully aware of the social services provided by the Law, much less enjoying the said services because the delivery of services is not well implemented. In view of this, the researcher strongly recommends that the CSWDO personnel, especially the Kasambahay Desk Officers (KDOs) undertake training and massive information campaign in:

1. **Advocacy and Networking** – for the people to be sensitized on the issues of the Kasambahays and be treated equally for they play a vital role in the society.
2. **Efficient Direct Services** - since there is a necessity to look at the welfare of the Kasambahays who are still invisible in the society because they work inside the private homes. Develop the plans and monitoring of the following:
 - a. Registration of Kasambahays
 - b. Pre-Employment Services
 - c. Quick Response Mechanism
 - d. Education and Training
 - e. Social Protection and Health
3. **Organizing, Negotiating and Lobbying**

Using their roles and special opportunities in the empowerment of basic communities as mandated to them by the Local Government Code of 1991 or R.A 7160. This Law mandates them to take care, protect and rehabilitate the socially disadvantaged members of the society. It offers set of programs and services through resolutions or ordinances needed by its constituencies in the barangays of the City. These sets of rules and regulations give access to basic services and programs to develop opportunities of governance. The Local Kasambahay Ordinance and the Batas Kasambahay is a giant step towards the meaningful empowerment of the Domestic Workers or who are now made visible.

This will also be the main framework of the Welfare Model to improve the delivery of the social services for the Domestic Workers.

RECOMMENDATIONS

Based on the statement of the problem of this study, the following are the recommendations:

1. **Enhance Training and Capacity Building:** Provide comprehensive training and capacity-building programs for Community Social Welfare and Development Office (CSWDO) personnel to equip them with the necessary knowledge and skills to address the needs of Child Domestic Workers (CDWs) effectively. Training should cover topics such as child protection, communication skills, conflict resolution, and legal frameworks governing domestic work.
2. **Promote Compliance with Labor Laws:** Advocate for the implementation and enforcement of existing labor laws and regulations that govern the rights and benefits of Batang Kasambahays (young domestic workers). This includes ensuring fair wages, appropriate methods of wage payment, provision of basic needs, and adherence to prescribed working hours. CSWDO personnel should collaborate with relevant government agencies and stakeholders to monitor compliance and address any violations promptly.
3. **Strengthen Social Service Delivery:** Improve the implementation of social services outlined in local ordinances to better support CDWs. This involves enhancing the registration process for domestic workers, providing pre-employment services such as skills training and job matching, establishing a responsive Quick Response Mechanism for addressing emergencies and complaints, expanding access to education and training programs, and ensuring access to social protection and health services. Efforts should be made to streamline service delivery, increase accessibility, and enhance coordination among service providers to maximize impact.
4. **Facilitate Dialogue and Collaboration:** Foster open communication and collaboration between CSWDO personnel and Batang Kasambahays to address differences in perceptions and ensure that social

services meet the needs of CDWs effectively. Establish platforms for regular dialogue, feedback mechanisms, and participatory decision-making processes to solicit input from CDWs and incorporate their perspectives into policy and program development. By fostering a collaborative approach, stakeholders can work together to address issues and concerns related to the delivery of social services to domestic workers in Lapu-Lapu City.

5. Develop a Batang Kasambahay Welfare Model: Based on the findings of the study, develop a comprehensive Batang Kasambahay Welfare Model tailored to the specific needs and circumstances of CDWs in Lapu-Lapu City. This model should integrate the recommendations mentioned above and outline strategies for improving the welfare, protection, and empowerment of CDWs. It should encompass provisions for legal protection, access to education and training, health services, social support, and economic empowerment, with a focus on promoting the rights and well-being of CDWs within the domestic work sector. Collaboration with relevant stakeholders, including government agencies, civil society organizations, employers, and CDWs themselves, is essential for the successful implementation of the welfare model.

Rationale for the Batang Kasambahay Welfare Model

The Batang Kasambahay Welfare Model aims to address the pressing issues and concerns faced by Child Domestic Workers (CDWs) in Lapu-Lapu City, with a focus on registration, education and training, and social protection and health. The model is designed to promote the rights, well-being, and empowerment of CDWs by providing them with access to essential services and support mechanisms.

1. Registration of Kasambahays: One of the primary objectives of the model is to ensure the registration of Kasambahays in barangays, as mandated by law. However, challenges such as employer resistance and reluctance among Kasambahays hinder compliance. Through house-to-house visitation and awareness campaigns, the model aims to educate both employers and Kasambahays about the benefits of registration, fostering cooperation and participation in the registration process. Additionally, addressing the absence of written contracts between employers and Kasambahays is essential for clarifying rights and responsibilities, thus enhancing protection for both parties.

2. Education and Training: The model recognizes the importance of education and skills training in empowering CDWs and improving their future prospects. By disseminating information about scholarship programs and coordinating with relevant agencies for skills training opportunities, CDWs can access educational and livelihood support. This not only enhances their knowledge and skills but also increases their employability and economic independence.

3. Social Protection and Health: CDWs often lack access to essential health services and face delays in addressing complaints and grievances. The model proposes the development of programs for free medical assistance and streamlining the complaints handling process through training for CSWDO personnel. By ensuring prompt responses to complaints and addressing health needs, CDWs can receive timely support and protection, contributing to their overall well-being.

Overall, the Batang Kasambahay Welfare Model serves as a comprehensive framework for promoting the rights and welfare of CDWs in Lapu-Lapu City. Through targeted interventions and collaboration among stakeholders, the model aims to address systemic challenges and create an enabling environment where CDWs can thrive and lead dignified lives.

Objectives for the Batang Kasambahay Welfare Model

Here are SMART objectives derived from the Batang Kasambahay Welfare Model:

1. Registration of Kasambahays:

- Specific: Increase the registration rate of Kasambahays in Lapu-Lapu City by 20% within one year.
- Measurable: Monitor and track the number of registered Kasambahays quarterly through updated barangay databases.
- Achievable: Conduct house-to-house visitations and awareness campaigns to educate at least 80% of employers and Kasambahays about the benefits of registration.
- Relevant: Enhance protection and legal recognition for both employers and Kasambahays through the establishment of written contracts, ensuring clear rights and responsibilities.
- Time-bound: Complete the registration drive and distribution of written contracts in all barangays by the end of the third quarter of the fiscal year.

2. Education and Training:

- Specific: Increase the enrollment of CDWs in educational and skills training programs by 30% within one academic year.
- Measurable: Track the number of CDWs availing scholarship programs and participating in skills training workshops.
- Achievable: Collaborate with DepEd and relevant agencies to disseminate information on scholarship programs and skills training opportunities to at least 90% of CDWs.
- Relevant: Improve the employability and socioeconomic status of CDWs by providing access to education and skills development opportunities.
- Time-bound: Implement information dissemination activities and skills training workshops within the first semester of the academic year to maximize participation.

3. Social Protection and Health:

- Specific: Reduce the average response time to CDW complaints by 50% within six months.
- Measurable: Track the average response time to CDW complaints before and after the implementation of training programs for CSWDO personnel.
- Achievable: Conduct specialized training sessions for CSWDO personnel on complaints handling, ensuring at least 80% attendance and participation.
- Relevant: Enhance the protection and well-being of CDWs by ensuring prompt and effective responses to complaints and grievances.
- Time-bound: Complete the training programs for CSWDO personnel and implement improvements in the complaints handling process within the first quarter of the fiscal year.

These SMART objectives provide clear and measurable targets for each component of the Batang Kasambahay Welfare Model, ensuring focused efforts and tangible outcomes in promoting the welfare of CDWs in Lapu-Lapu City.

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