

The Invisible Workers: The Untold Stories of Batang Kasambahays

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Chapter 1 The Problem and its Setting

There are 75.6 million domestic workers over the age of 15 worldwide. (Wiego, 2022) Despite notable regional differences in the number of domestic workers, they account for between 1% and 2% of the workforce almost everywhere (Wiego 2022). In just over half (97) of the 155 countries having statistics, domestic work only accounts for less than 2.5% of all employment. In 29 countries, domestic work accounts for 2.5% to less than 5% of all employment, whereas in another 29 countries, it accounts for 5% or more (ILO, 2022). About 90% of domestic workers are girls aged 12 to 17. Some of them work for 15 hours a day. The number of children working increases each year (UNICEF, 1999).

The majority of women domestic workers are cleaners and helpers. On the other hand, men do a vast range of tasks, of whom one-third are security guards, gardeners, or building maintenance while about one-quarter are cleaners and helpers, and less than one-quarter are drivers. Most domestic workers globally reside in developing and underdeveloped countries (ILO, 2022).

Filipino houses have relied heavily on domestic helpers, or Kasambahays, as they are known domestically and internationally. Domestic work develops as a crucial but unseen aspect of Filipino civilization. Hiring domestic help has long been a part of Filipino society and is still widely practiced today. In addition, it is socially acceptable to relocate in search of employment and to accommodate less fortunate relatives in exchange for help with the household.

Due to the availability and affordable cost of domestic help, women from middle and upper-class families can forgo their household obligations and pursue their careers. Meanwhile, domestic work is an essential source of employment for disadvantaged and vulnerable members of society (Sayre, 2002). According to the Philippine Statistics Authority (PSA), the number of working children in the Philippines would reach 1.48 million in 2022, with children between the ages of 5 and 17 (PSA, 2022). Meanwhile, the Department of Labor and Employment disclosed that 4.7% of the 1.71 million children in the country between the ages of 5 and 17 are domestic workers, a decrease from 4.3% in 2021, or 1.37 million working children. Of the total number of working children, 49.5% were employed in the service industry, 43.2% in the agricultural business, and 7.3% in the industry sector (DOLE, 2023).

In Central Visayas, around 3.16 million children ages 15 and older work in industries and private residences (PSA, 2020). It resulted in a 57.7% labor force participation rate (LFPR) (DOLE, 2020). On the other hand, a study by Visayan Forum Foundation Incorporated (VFFI), a non-profit and non-government organization, in 2019, declared that at least 3 million individuals were domestic workers, and 1 million were children. However, the government has no exact figure for children working because the barangay personnel needs to conduct registrations in every barangay according to a former Regional Coordinator for Cebu of VFFI.

In 2019, the VFFI organized the Domestic Workers or Kasambahays in Lapu-Lapu City, Cebu, which reached 10,000. The organization discovered that 80% of these were Child Domestic Workers or Batang Kasambahays who opted to migrate to the said City to be able to continue their studies. The number of Kasambahays in Lapu-Lapu City is increasing. However, the domestic workers still need to be given more attention by the local government.

Domestic work is still considered an invisible work. Domestic workers are working behind closed doors, outside the reach of labor laws and enforcement organizations. Many individuals consider household work to be an unskilled, exclusively female employment that is neither legally recognized nor unofficially categorized as an occupation (ILO, 2013). The scale and complexity of domestic employment are poorly understood. However, the living and working situations of domestic workers

raise severe concerns about labor violations like forced labor, trafficking, and other abuses (MasterClass, 2022).

In recent years, research on the conditions of domestic workers in the Philippines and other Asian countries has advanced. In the middle of the 1990s, the International Labour Organization (ILO), neighborhood NGOs, and regional and international partners initiated debates on domestic workers. The ILO Special Action Programme to Combat Forced Labor (SAP-FL), Anti-Slavery International, and the Asian Migrants Centre sponsored a consultation on preventing forced labor and human trafficking for Asian domestic workers in Hong Kong in 2003. A project dubbed "Mobilizing Action for the Protection of Domestic Workers from Forced Labor and Trafficking in Southeast Asia" was put into motion by the ILO as a result of this consultation. It aims to address domestic work concerns in the Philippines and Indonesia through the development of laws and policies, advocacy and research, outreach and empowerment, capacity building, and targeted interventions to be able to address reports of forced labor and domestic worker trafficking (ILO, 2005).

On August 9, 2023, news reported the alleged blindness of a female Kasambahay. The incident of abuse took place between 2020 and 2023 in Mamburao, Occidental Mindoro. Despite the existence of a national law for domestic workers, the abuses of Kasambahays continue. Furthermore, most of the barangays in the country are not yet compliant with the provisions of Republic Act 10361. Thus, the Department of Interior and Local Government has urged all the 42,046 barangays in the country to register their respective domestic workers or kasambahays. According to DILG Secretary, "There is more work to do in the barangays in improving Kasambahay registration turnout." (Freeman, 2022).

About ten years have passed since the approval of Batas Kasambahay. However, there should be a study to monitor the situation of Batang Kasambahays, most especially in Lapu-Lapu City.

In light of this, the researcher is interested in learning if the government responds to the rights of the Batang Kasambahays, if they receive a fair income and benefits while working in private homes. Furthermore, the researcher wants to know the participants' recommendations to protect the rights of Batang Kasambahays and hear their dreams and aspirations. The result of this study can serve as the foundation for recommending appropriate strategies to the local government units to resolve the concerns of the Batang Kasambahays and include employers as partners in the execution of the law.

Review of Literature and Studies

A literature review of similar research is discussed to attain the objectives. Related documents cited and quoted provide a better understanding of the challenges, legislative interventions, programs/services, and current situation of Batang Kasambahays in the Philippines and other countries.

Determinants of Child Labor. The study of MD Abdul Ahadin (2021) showed that 32.5% of child laborers had never attended school, and that the majority of child laborers were young youngsters (12–14 years old). The comprehensive analysis of the determinants shows that the greatest push factors to force children into the workforce are not only poverty but also the cost of education and limited access to elementary education. Approximately 72.5% of kids work more than eight hours a day. A sizable fraction of participants was not provided with training, leave, or access to facilities for personal hygiene. Child laborers had musculoskeletal pain and dermatological infections due to the current employment pattern and working circumstances. According to this study, household income metrics and an education program for parents and children would speed up eradication of child labor (Ahad, 2021)

The study of Joel Lesslerin (2010) looked into the factors that contribute to child labor worldwide in nations where the rate of child labor is not zero. According to the results of the research, the average child labor rate increased globally with the size of the rural population, the percentage of women in the labor force, and fertility. Meanwhile, it decreased with increases in GDP per capita, life expectancy, the proportion of the labor force employed in industry or agriculture, and the share of public education spending in gross national income. The child labor rate decreased with increasing GDP per capita and trade expansion over time, but it rose with increases in the size of the rural population and the female involvement rate. The most effective ways to eradicate child labor are to increase GDP per capita, improve life expectancy, expand trade, increase spending on education and raise the GDP growth rate (Lessler, 2010).

The study of Brown (2002) reveals a sophisticated knowledge of the factors underlying the incidence of child labor through a careful integration of theoretical conceptions and empirical evidence.

The results highlight the importance of variables including household poverty, parental education, and social views regarding child work, shedding insight on both economic and sociocultural determinants. Additionally, the study clarifies the complex interactions between policy interventions and the dynamics of child labor, highlighting the necessity of specialized, multimodal strategies to successfully address this widespread problem. In addition to improving our understanding of the underlying causes of child labor, this thorough analysis offers priceless insights for developing evidence-based policies targeted at reducing and eliminating it (Brown, 2002).

Child Labor in Domestic Settings. *The study of Agnes Zenaida V. Camacho in 1999* focuses on the intricate relationships between the family, child labor, and migration. It also examines the family's role in decision-making, the migration process, and the financial advantages of labor migration for the child's family. The study interviewed fifty under-eight-year-old children who had moved to Metro Manila (the Philippines capital), coming from the provinces in the country, to work as domestic workers. The children decided to work even if they consulted with other family members. Most respondents said working and supporting their family was essential. The results dispel the myth that young people migrating for the first time are wide-eyed and gullible strangers who do not know anyone in the City. Family-based interactions throughout the recruitment process helped reduce the risk of migrating. The children listed four priorities when asked what they believed the government and society should do to help them. The following were increased pay and benefits, safety from abusive employers, suitable educational opportunities, and a shift in the public's disdain for domestic workers (Camacho, 1999).

The *International Labour Organization (ILO) 2021* published global estimates on child labor, including child domestic work. It provides an overview of the prevalence of child domestic workers worldwide. It highlights the need for targeted interventions to address the issue of abuse of child domestic workers, such as physical, psychological, emotional, sexual, and even economic. The government needs to come up with social services that respond to their concerns so that child domestic workers will feel safe even when they are working in private homes (ILO, 2021).

The study of *Ayesha Shahid (2022)* presented that domestic work is one of the oldest and socially acceptable forms of informal labor for women and children in the informal labor sector. Domestic work is considered a safe occupation for young girls whose families need to make ends meet. Young girls do not have the opportunity to receive the education and skills needed for gainful future employment, thereby perpetuating a cycle of poverty in the family. Due to the gendered nature of domestic work, it has become an undervalued, unrecognized, and lowest-paid form of labor. Moreover, inadequate legislation poses a challenge in protecting the rights of child domestic workers; in developing countries like Pakistan, where incomes are low, and there are few employment opportunities for women, there is always an available pool of women and children who enter into domestic service. In Pakistan, with a robust system of social hierarchy, the discrimination faced by children is more pronounced (Shahid, 2022).

The study of *Iqbal Ahmed Detho in 2023* aimed to uncover the gaps in Pakistan's domestic child labor laws, rules, and administrative procedures. The researcher talked to the key informants using qualitative methods to obtain the needed information. They came from Karachi, Lahore, Quetta, Peshawar, and Islamabad. It revealed that a significant fraction of child laborers were child domestic workers or CDWs. People under 18 years of age performed domestic work in the private homes, with or without remuneration. This is distinct from children performing household chores within their own homes (Detho, 2023).

Child Domestic Work (CDW) is a phenomenon that is always carried out inside houses, which is why it is called a "hidden phenomenon" in Pakistan. The CDW, a subcategory of child labor, has been derived from previous surveys. The phenomenon was unevenly distributed throughout Pakistan and was primarily urban, though there are also cases in rural areas. There is physical and emotional abuse to child domestic workers. The employers had brutally mistreated the working children on multiple occasions, and in other cases, they beat the domestic workers to death. (Detho, 2023)

Impact on Child Development. The study of *Gloria Luz M. Nelson in 2017* employed an analysis to determine the elements that support and undermine working children's efforts to pursue an education, maintain their health, and partake in leisure activities. The National Survey on Working Children (NSWC) conducted a nationwide study in 1995 and 2001 that included a sample of working children between the ages of 5 and 17. The study also revealed that when the number of working hours

and the frequency of physically demanding work decreased, the dropout rate from school also decreased (Nelson, 2017).

Based on the International Labor Rights Forum in 2011, children's general social development is impacted by child labor because they do not get to spend enough time with their families or with peers. Children must develop positive personal relationships to flourish and feel confident. Long work hours, even on a part-time basis, hinder children's ability to form healthy relationships, which can result in insecure adults who may also experience other emotional issues as adults (Nelson, 2017).

Children who work also suffer from depression and feelings of isolation, which can have a variety of adverse physical effects and frequently impede their ability to grow up feeling healthy emotions. Both the high health risks from dangerous working conditions and from taking on physical tasks that are too advanced for them put them at risk for developmental delays. Youngsters who work hard are frequently smaller than those allowed to play and develop normally. They are also more susceptible to diseases like respiratory disorders and dangerous chemicals, which can impact their physical development. These children frequently experience malnutrition as well, which later in life can cause additional severe physical and mental health issues (Nelson, 2017).

The study of Annabel Erulkar in 2022 presented an estimated 17.2 million child domestic workers globally, most of whom were girls. The study was about low-income neighborhoods of Addis Ababa, Ethiopia, and considers the difficulties in identifying child domestic workers, particularly in cases when the workers are distant relatives or foster children. According to this survey, girls who reported working at least 14 hours a week and did not live with married family members were considered "child domestic workers." Most young women employed as domestic workers were immigrants from extremely low-income families (Erulkar, 2022).

Socio-economic and Cultural Factors. A study by the International Labor Organization in 1996 discovered that children worked because it was vital for their survival and their families. The limitations and inadequacies in education systems contributed to such concern. Gender stereotypes could make it more likely for girls to work and not study since they are the ones who do the household chores (ILO, 1996).

According to experts, the main reasons for the rise of child labor in larger cities are dysfunctional families and financial constraints. The younger children worked to become independent and support their needs (ILO, 1996).

Child labor can also result from cultural practices like using children as domestic workers. Working with communities is essential to eradicating their misconceptions about the value of education and child rights. The government should provide instructional and awareness programs emphasizing the advantages of schooling and discourage the factors leading to child work. It is crucial to launch campaigns to combat gender stereotypes and promote girls' equitable access to education. There is a need to build schools near homes and provide financial aid and scholarships to low-income families whose children cannot afford school (ILO, 1996).

Legal and policy frameworks. In 2007, the City of Lapu-Lapu passed a Kasambahay Local Ordinance to protect the rights of Domestic Workers in their locality prior to the passage of the Batas Kasambahay. To ensure implementation of the said Ordinance, 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 the City Social Welfare Development Office (CSWDO), the Philippine National Police (PNP), the Department of Interior and Local Government (DILG), the Association of Barangay Captains (ABC) and key Council Committees 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 address their welfare (Kasambahay Local Ordinance, 2007).

These approaches include **community-based, center-based, and household-based**. The **community-based approach** is primarily a preventive move. It provides Domestic Workers with educational assistance for formal and Alternative Learning System (ALS) education. The **center-based approach** involves providing shelter for abandoned and distressed Domestic Workers. In contrast, the **household-based approach** reaches out to Domestic Workers in numerous homes or homeowners associations (Kasambahay Local Ordinance, 2007).

According to a former City Social Welfare and Development Officer of Lapu-Lapu City, the Kasambahay Desk Officers should conduct informal dialogues with the Kasambahays to get to know them better, understand their situation, and provide necessary assistance. Despite the existence of the Kasambahay Local Ordinance, there are still reports of abuses to Kasambahays. Furthermore, most of the Kasambahays were not fully aware of the local law and did not receive any service from the local government unit. Government personnel should act to address the concerns of the Kasambahays and lessen the reports of abuses.

Meanwhile, Republic Act 10361, otherwise known as the Batas Kasambahay, is a national law that protects the rights and welfare of the Kasambahays, and it took effect on June 4, 2013. The law stated numerous benefits for Kasambahays, such as registration to the Social Security System (SSS), 13th month pay, leaves, etcetera (Batas Kasambahay, 2013).

The preceding review of literature and studies served as the foundation for this research report. The review provided an in-depth insight into the status of Batang Kasambahays and the challenges they face inside private homes. It has also demonstrated the enormous volume of study effort that has been done on the issue with the goal of understanding, analyzing, correlating, providing better views, and changing lives. The review would provide the researcher with guidance and direction in carrying out this research.

Theoretical Lens

The theory used in this study is the Structural Functionalism of Herbert Spencer and Robert Merton (2022). It is a theoretical framework that offers insights into the consolidated case study reports of the untold stories of Batang Kasambahays by emphasizing the interplay between social structures and individual experiences (History and Theory in Anthropology, September 2022).

Social Structures and Functions. According to structural functionalism, society is comprised of interconnected pieces that cooperate to stabilize things. It would examine how different social structures—like the family, the economy, and education—work and impact the lives of Batang Kasambahays. Regarding family dynamics, it examines how children becoming involved in household chores may result from the family structure and its role in providing financial support. On the economic system, it looks at how factors like poverty and a lack of awareness about child labor.

Intended Functions and Unintended Consequences. The study's intended function is to illustrate how families view domestic employment for children as a way to meet their fundamental requirements and contribute to household revenue. In the meantime, the unintended consequences would investigate how domestic labor has affected Batang Kasambahays' emotional, psychological, and scholastic growth.

Social Order and Stability. Concerning social order, the research examines how children's domestic labor contributes to stability in some households or communities, even though it may impact their well-being. Regarding dysfunction and stability, it examines situations in which children's domestic labor interferes with their growth or family dynamics.

The Feminist Theory is a broad and diverse framework that examines how gender influences and shapes social, political, economic, and cultural structures. It plays a crucial role in understanding the issues faced by child domestic workers (CDWs). The CDWs, often young girls, are vulnerable to several forms of exploitation and abuse, including physical, emotional, and sexual abuse, low wages, long hours, and lack of access to education and proper healthcare. The theory helps to bring attention to the gendered nature of child domestic work, as girls predominantly carry it out. This theory critiques the patriarchal systems that perpetuate the exploitation of these children and calls for a reevaluation of traditional gender roles and societal norms that may normalize their mistreatment.

Furthermore, feminist theory also emphasizes the importance of intersectionality in understanding the experiences of child domestic workers. Many of these children come from marginalized communities, such as low-income families, minority groups, and rural areas, which further compounds their vulnerability and exploitation. By considering the intersection of gender, race, class, and other identities, feminist theory highlights the unique challenges faced by these children and calls for a more inclusive and holistic approach to addressing their needs.

In conclusion, feminist theory provides a critical lens through which to examine the issues faced by child domestic workers and advocates for systemic change to ensure their rights and well-being are

protected. By centering the experiences of these vulnerable children and challenging existing power dynamics, feminist theory seeks to create a more just and equitable society for all. (Crossman, 2020)

Abraham Maslow's Hierarchy of Needs is another theory applied in this study. People have needs that fall into five (5) categories, according to Maslow. The Hierarchy of Needs is a psychological theory describing the different human needs levels. One can only achieve the next level if the individual achieves each stage. The hierarchy is in a pyramid, with basic physiological needs at the base and higher-level needs such as self-esteem and self-actualization at the top (McLeod, 2024).

Relating this theory to the study, it is essential to understand that these children did not receive many basic needs due to their position as vulnerable and exploited individuals. Many child domestic workers face physical, emotional, and psychological abuse, as well as exploitation and neglect by their employers. At the base of Maslow's Hierarchy, child domestic workers may struggle to meet their physiological needs, such as food, water, and shelter. Many of these children work long hours without adequate rest, nutrition, or access to healthcare, putting their physical well-being at risk (McLeod, 2024).

Moving up the pyramid, child domestic workers may also struggle to meet their safety needs, as they may be exposed to dangerous environments, abusive employers, and lack of protection from exploitation and mistreatment. At the higher levels of the hierarchy, child domestic workers may also struggle to meet their needs for love and belonging, as they may be isolated from their families and communities and lack the support and nurturing relationships that are essential for healthy emotional development. In light of Maslow's Hierarchy of Needs, it is clear that child domestic workers face significant challenges in meeting their basic needs and achieving self-actualization. Addressing the needs of these children requires comprehensive support systems that prioritize their safety, well-being, and emotional development and work to empower them to reach their full potential (McLeod, 2024).

According to Yin's case study analysis framework, there are several vital components to consider when analyzing the Batang Kasambahay case study. These components include identifying the research question, selecting the case study design, conducting data collection, analyzing the data, and drawing conclusions (Yin, 2018).

The research questions in this case study focused on understanding the experiences and challenges young domestic workers face in the Philippines. Specifically, it would focus on their working conditions, social support systems, and potential for empowerment. Meanwhile, its case study design involved in-depth interviews with Child Domestic Workers (CDWs) and relevant stakeholders such as advocacy groups or government officials. Additionally, observing daily routines and interactions within the household could provide valuable insights into the dynamics of the relationship between kasambahays and their employers.

The data collection methods used include qualitative interviews, observations, document analysis (e.g., employment contracts, laws, and regulations), and surveys to gather information on the experiences and perspectives of young domestic workers. It is critical to ensure confidentiality, informed consent, and ethical considerations throughout the data collection. The data collected from interviews, observations, and documents will be analyzed based on the repeated critical issues the participants raised about the research question. The study results could involve coding the data, categorizing responses, and identifying commonalities and differences among participants. Based on the data analysis, conclusions would be formulated based on the experiences and challenges of Batang Kasambahays. Furthermore, potential recommendations would be the basis for improving their working conditions, social support, and empowerment. The results could include policy implications, advocacy strategies, and interventions to support the well-being and rights of young domestic workers in the Philippines. Applying Yin's case study analysis framework to the Batang Kasambahay case study could provide valuable insights into the realities and complexities of the lives of young domestic workers and inform efforts to promote their rights and well-being in society (Yin, 2018).

The theory provides a lens to understand the complex interplay of gender, age, and class dynamics. It seeks to shed light on the injustices and challenges by these individuals and advocates for changes in societal attitudes, policies, and practices to address and rectify these issues.

Process Flow of the Study

The researcher would follow the process below in making the study:

1. Explore and conduct a comprehensive review of previous case studies done or as results of earlier research studies.
2. Construct a set of criteria designed to study locate or identify the appropriate subject to guide the researcher on what to look for as requirements for eligibility and where to find the subject.
3. Get approval from the authorities of the proposed study locale and provide them with orientation and the purpose of the study.
4. The researcher discusses with the identified research subject the instructions on the nature and purpose of the research, the reason for identification of the participant, and a discussion of the informed consent with their guardian. There will be assurance to the participants that all information gathered will be confidential and private, which is consistent with the ethical principles of the research.
5. Develop a set of open-ended questions that serve as a guide during the interview process with the research subject. The experts review the tool and provide comments before using the tool.
6. Conduct an in-depth and one-on-one interview with the research subject. There would be a follow-up interview to get the relevant information. After that, participants and key informants will receive a token.
7. Organize and analyze the data shared by the participants. There would be a listing of relevant statements and clustering these into common themes.

Schema for the Process Flow

The process flow depicted in this diagram outlines the steps involved in conducting a study on Batang Kasambahays, or child domestic workers. It begins with a review of existing case studies and research to gather background information and insights. Following this, criteria are established to identify suitable research subjects, likely involving factors such as age, socio-economic background, and living conditions. Once criteria are set, approval from relevant authorities may be sought to proceed with the study, ensuring ethical and legal considerations are addressed.

With approval obtained, the research subjects are identified, and a set of open-ended questions is developed to guide person-to-person interviews and collateral interviews. These interviews serve as the primary method for data collection, allowing researchers to gather firsthand accounts and perspectives from the subjects and relevant stakeholders. Subsequently, the collected data is organized and analyzed to identify patterns, themes, and insights. Finally, the findings and recommendations derived from the analysis are presented, likely in a report format, to stakeholders, policymakers, and other interested parties, informing future actions and interventions related to child domestic labor.

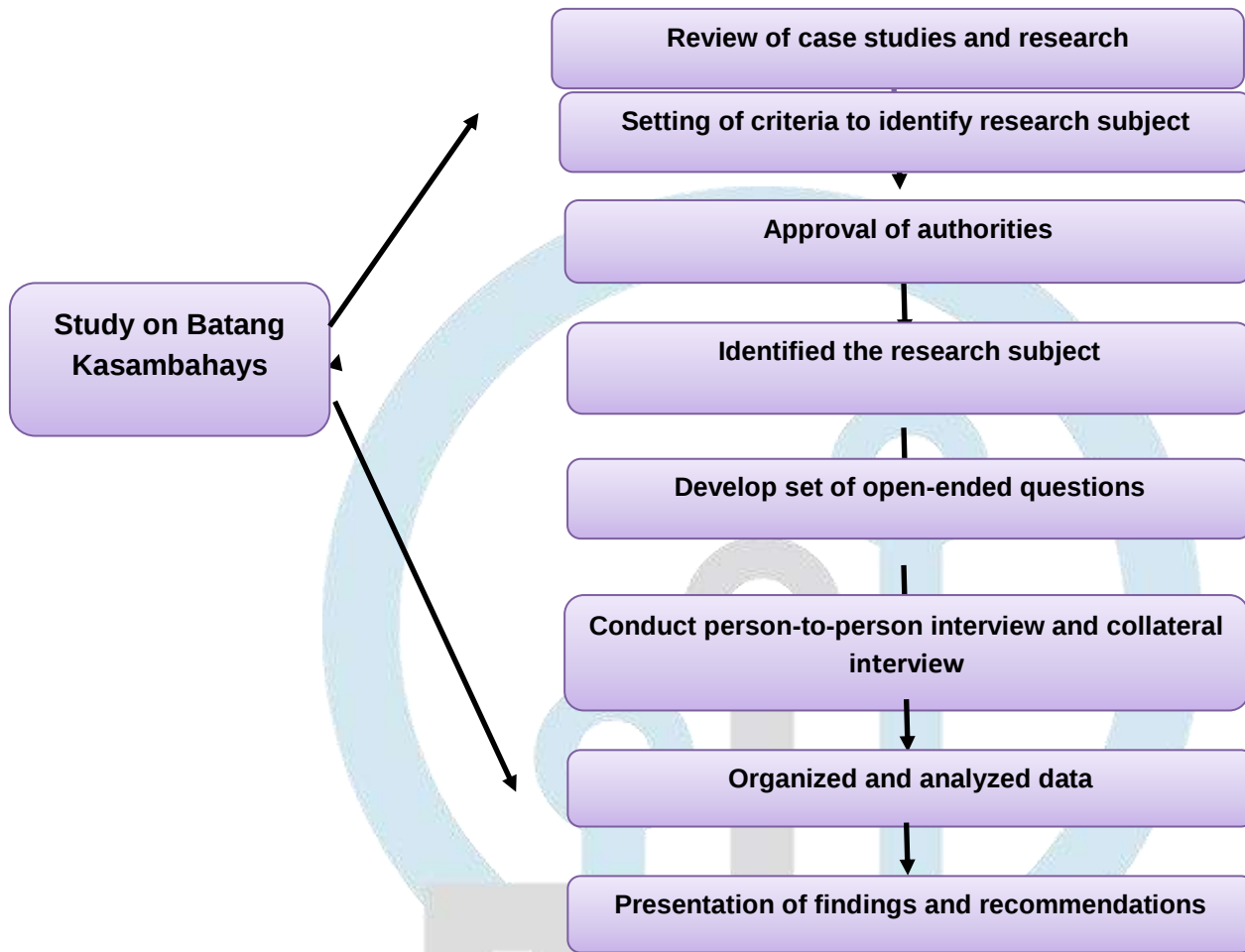


Figure 1. Schema for the Process Flow

Statement of the Problem

This research explored the experiences, challenges, and difficulties of the Batang Kasambahays working inside private homes away from their families. Furthermore, the study would like to answer the following questions:

1. How did you become involve in domestic work, and what were your initial expectations and motivation?
2. What are your experiences as Batang Kasambahay about working conditions, treatment of employer/ household members, compensation, and benefits?
3. What challenges or difficulties did you encounter while working as a Batang Kasambahay?
4. What are your dreams and aspirations in life?
5. What government services did you receive as a Batang Kasambahay? What are your recommendations to ensure that the rights and welfare of Batang Kasambahays will be protected?

Significance of the Study

This study is significant as it discusses the present situation of the Batang Kasambahays and the importance of addressing their rights and welfare in the implementation of social services by the government. Through their shared experiences, challenges, and sentiments, the study presented the strengths and weaknesses of the present system in the delivery of government programs and services.

The findings of this study would benefit the following:

1. **Batang Kasambahays of the City of Lapu Lapu.** The main subject in the research is to express their experiences, challenges, and difficulties as kasambahays and share recommendations on how the government and other stakeholders will address their rights.

2. **Department of Labor and Employment (DOLE).** As the National Agency, assisting the Local Government Units in assessing policies relative to the implementation of the 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 mainly implement measures that would protect the rights and welfare of the Batang Kasambahays.
3. **Department of Social Welfare and Development (DSWD).** To provide technical assistance to the City Social Welfare and Development Office of Lapu-Lapu City in creating programs and services for 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.
4. **Direct Workers/ Service Providers.** It will help set up strategies to help them effectively and efficiently implement their programs for Batang Kasambahays.
5. **Employers of Batang Kasambahays of Lapu-Lapu City.** To become the partners of the government in responding to 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.
6. **Local Government Unit (LGU) Social Welfare and Development Office.** The prime unit is responsible for delivering social services to Batang Kasambahays as it will help them assess the situation of the kasambahays and implement guidelines for the kasambahays and society as a whole. The study's findings will guide them in formulating policies and developing programs/ services that will adequately respond to the problems and needs of Batang Kasambahays and their families.
7. **Researchers of Social Work students on issues concerning Batang Kasambahays.** The study will provide valuable information on the experiences, challenges, and difficulties of the Batang Kasambahays as they work in private homes. Furthermore, it will give the researchers an idea of future studies about the said sector.

Definition of Terms

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

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

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

Case Study Report. It is an in-depth and intensive study of a single individual or a specific group.

City Social Welfare Development Office (CSWDO) of Lapu-Lapu City. As the local social welfare unit catering to the needs and concerns of the people in the locality, it is tasked to implement the services for the Kasambahays in the City.

Department of the Interior and Local Government (DILG) (Filipino: Kagawaran ng Interyor at Pamahalaang Lokal). The executive department of the Philippine government is responsible for promoting peace and order, ensuring public safety, and strengthening the capabilities of local government units. It is also responsible for the Philippine National Police.

Department of Labor and Employment (Filipino: Kagawaran ng Paggawa at Empleyo) (commonly abbreviated to "DOLE"). The department is mandated to formulate policies, implement programs and services, and serve as the executive branch's policy-coordinating arm in labor and employment. The department is tasked with the enforcement of the provisions of the Labor Code.

Department of Social Welfare and Development (Filipino: Kagawaran ng Kalingang Panlipunan at Pagpapaunlad) (commonly abbreviated to "DSWD"). It is the prime instrumentality of the government committed to the care, protection, and rehabilitation of individuals, families, and

communities that have the least in life and need social welfare assistance and social intervention to restore their normal social functioning and enable them to participate in community affairs.

Domestic Worker (DW) or Kasambahay. He/she is an adult working within the employer's household. Domestic workers perform various household services for an individual or a family, from providing care for children and elderly dependents to cleaning and household maintenance, known as housekeeping. Responsibilities may include cooking, laundry and ironing, food shopping, and other household errands. Some domestic workers live within the household where they work.

Employer. Any person who engages and controls the services of a domestic worker and is party to the employment contract.

Household. The immediate family members or the occupants of the house are directly provided with services by the Kasambahays.

International Labour Organization (ILO). A United Nations agency dealing with labor issues, particularly international labor standards and decent work for all. Almost all (185 out of 193) UN members are part of the ILO. In 1969, the organization received the Nobel Peace Prize for improving class peace, pursuing worker justice, and providing technical assistance to developing nations. The ILO registers complaints against entities violating international rules but does not impose sanctions on governments.

Kasambahay Desk Officers (KDO). They monitor and implement the City's social services at the barangay level.

Kasambahay Local Ordinance. A local law of the City catering to the Kasambahays' needs to ensure their concerns.

Kasambahay Program Implementation Committee (KPIC). They are composed of various government and non-government agencies that assess and evaluate the services 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.

Non-Government Organization (NGO). It is a non-stock, non-profit organization that helps the government address societal issues. They advocate various concerns depending on their focus of concern.

Visayan Forum Foundation, Incorporated (VFFI). The organization is a non-profit, non-stock, and tax-exempt non-government organization in the Philippines, established in 1991. VF works for the welfare of marginalized migrants, especially those working in the invisible and informal sectors. It works on issues of domestic work, child labor, and human trafficking, especially of women and children.

Chapter 2

Methodology

This chapter outlines the research methods used to explore the challenges and experiences of Batang Kasambahays in Lapu-Lapu City. This part of the study specifies the research design, research participants, research locale, research instrument, ethical consideration, data gathering procedure, and statistical analysis.

Research Design

The researcher used the qualitative research design, specifically a case study. An in-depth interview was conducted with the participants to gather necessary information about their situation. These experiences were the basis for examining the phenomena.

According to Robert K. Yin (2014), case studies are essential to clarify, describe, or explore events or phenomena in the standard settings in which they take place. For instance, these can assist in comprehending and elucidating the causal pathways and linkages that arise from a new policy initiative or service development. The case study approach lends itself well to gathering information on more explanatory "how," "what," and "why" questions, such as "How is the intervention being implemented

and received on the ground? "as opposed to experimental designs, which aim to test a specific hypothesis through purposeful manipulation of the environment (like, for example, in a randomized controlled trial giving a new outcome with controls)." (Yin, 2014)

By using the case study method in this paper, the researcher enabled the participants to examine and look back at their challenges and experiences as Batang Kasambahays. It provided more information about any delivery gaps and the rationale behind selecting a specific implementation strategy over another. As demonstrated by the study on the shared stories of the participants, this can then aid the government or other stakeholders in developing or improving programs and services for the said sector.

A separate interview was conducted with the key informants to gather additional information about the present situation of the Batang Kasambahays and the services provided by the Local Government Unit of Lapu-Lapu City, Cebu.

Research Participants

The researcher interviewed four (4) Batang Kasambahays, of whom two (2) are females, and the other two (2) are males. All the participants are staying and working in Lapu-Lapu City, Cebu. Before the interview, the informed consent form indicating the purpose of the study, the procedures and duration, and the benefits and risks involved were explained to each participant thoroughly in vernacular language for a better understanding. After signing the consent form, the formal interview with the participants followed.

There was an interview guide during the interview, which lasted for two (2) hours. The participants' duration of participation commenced upon the discussion of the informed consent details up to the time of the actual conduct of the interview. The researcher was able to make subsequent follow-up questions after the data summary.

Furthermore, the participants were selected based on the criteria as follows:

1. One (1) female and one (1) male Kasambahay who are studying in night high school in Lapu-Lapu City;
2. One (1) female and one (1) male Kasambahay who are not studying;
3. Ages between 13 to 17 years old;
4. Working as a live-in Kasambahay for at least one (1) year and
5. Residing in Lapu-Lapu City.

Research Locale

The research was within the Local Government Unit (LGU) of Lapu-Lapu City, where the participants have all been working and staying for more than a year. Furthermore, the said City is the first LGU in Cebu Province that approved the Kasambahay Local Ordinance and implemented programs and services to protect the rights and welfare of the Kasambahays before the passage of a national law in the country.

Lapu-Lapu City is a coastal, highly urbanized city in Cebu Province, Philippines. It occupies most of the islands in Mactan, a few kilometers away from the main island of Cebu, where Olango Island is part of the said City. Lapu-Lapu City connects 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 situated in the said locality. There are beaches in the area that attract numerous local and international tourists.

According to the 2020 Census of Population conducted by the Commission on Population, Lapu-Lapu City has a total population of about 497,604 individuals, which is increasing yearly.

Research Instrument

The researcher utilized self-made interview guide questions and one-on-one in-depth interviews. Descriptive questions were used for the in-depth interview, along with open and closed-ended questions, to explore the experiences and challenges of the participants.

The interview started with introductions, followed by the purpose of the study and basic information about the participants, such as name, age, gender, and place of residence. Then, it moved on to the interview guide questions. However, the actual names of the research participants were not disclosed in the data analysis presentation to protect their privacy and ensure confidentiality.

The experts, one a pioneer advocate for the passage of a DepEd LLC Kasambahay Focal Person and the other one supportive on the endeavors of the Batang Kasambahays in the locality, commented on the interview tool before using it for interview. The experts' consolidated input was included in the questionnaire before utilizing the instrument.

Data Gathering Procedure

The following procedures were followed in the gathering of the data:

1. The researcher first secured permission from the University of the Southern Philippines Foundation to conduct a research study. The Office of the Research Ethics Committee (OREC) provided a copy of the Research Ethics Clearance on January 9, 2024, and data gathering started.
2. Request letters were sent to authorities to gather pertinent information about the subject. The interview was conducted on January 13, 16, 17, and 21, 2024.
3. The researcher secured information from the Department of Education Lapu-Lapu City Division on the name of the night high schools with enrolled Batang Kasambahays ages 13-17 years old.
4. The researcher interviewed the principals of night high schools for the data on the number of Batang Kasambahays in their respective schools.
5. The researcher collected information from the City Social Welfare and Development Office personnel for the total number of Batang Kasambahays in Lapu-Lapu City and the services provided to them.
6. The researcher discussed the informed consent form and confidentiality agreement for chosen participants and guardians to sign, outlining the study's goal. The researcher guaranteed the participants that whatever information was shared would be treated with privacy and utmost confidentiality. The researcher emphasized that whenever questions are too sensitive and uncomfortable for them to answer, she/he can refuse and not be obliged to answer. Moreover, she/he can withdraw from the interview should she/he feel discomfort upon sharing.
7. The interview followed when the participants were ready. The questions were written in English. However, the researcher translated them into vernacular language for a more precise and better understanding of the participants. She/he was given ample time to think and respond to each question. Meanwhile, the researcher took down notes and observed the gestures, movements, and facial expressions while answering the questions. The individual interview ran up to approximately two (2) hours due to breaks for breather.

Ethical Considerations

In the conduct of this qualitative research, specific measures were first cleared and addressed, mainly in the selection and conduct of the interview of the participants—ethical approval set by The Office of the Research Ethics Committee (OREC) of the University.

Voluntary participation of the participants was strictly observed, mainly because the topic discussed during the interview contained explicit and sensitive content. The interview was not conducted without their consent or their guardian's consent since they were all minors. Informed consent was signed both by the subject and their guardians. They had the right to refuse to get involved in the research after listening to the orientation. Their decision was highly respected and did not involve any penalty or loss of benefits. Their signed informed consent does not mean waiving any legal claims, rights, or remedies from this study.

The participants' identities, as well as the information gathered, were handled with the utmost confidentiality. No real names of the subjects in any manner were reflected in the results and manuscript

of the study. The signatures of the subjects and their guardians in the informed consent were kept securely and for the researcher's eyes only until the need for it to be disposed of.

In the entire process of the study, the security and welfare of the participants were the researcher's priority. Privacy and confidentiality were observed, particularly the subject's name and other personal information that was unnecessary to the study, adhering to the guidelines set by the Republic Act No. 10173, known as the "Data Privacy Act of 2012".

Statement of transparency and conflict of interest

The researcher did not receive any funding from interested parties regarding this study. The results were primarily for the benefit of the local government unit to evaluate how they respond to the needs of the Batang Kasambahays. However, the study's value lies in narrating the experiences and challenges the Batang Kasambahays face, which overcomes any biased perception.

The anonymity, privacy, and confidentiality of each study participant during the interview are ensured by implementing essential and appropriate protocols during the interview process. Researchers should follow developmentally based ethical criteria when conducting cross-cultural research with individuals, claims Mertens (2018). The American Psychological Association (2017) offers additional rules for working with specific participants, including avoiding stereotyping and using their names and language when using non-discriminatory terminology. The participants' consent will be acquired prior to the interview.

Data Analysis

The paper utilized Yin's descriptive qualitative case study as its research design. The qualitative analysis examined the non-numerical data from case studies, such as interviews, observations, and documentation. Through the qualitative analysis, the researcher explored the context, meaning, and patterns of the case study data and generated insights from the participants.

Chapter 3 Results and Discussion

This chapter presents the results and discussion of the study after data gathering. The qualitative case study is built upon four (4) cases of female and male Batang Kasambahay; two of them are working while studying while the other two are not studying, with ages between 13 to 17 years old, working as live-in kasambahay more than a year and staying in Lapu-Lapu City. The study's purpose, significance, and objectives were discussed with the participants for a clearer understanding. They were assured that all information they had provided and collected was solely for the study and that their identities would remain confidential.

The Case of Maria

Maria, is 14 years old, female, and a resident of Toledo City, Cebu, Philippines. I am a Grade 9 student in Gun-ob Night High School. She is the eldest among two siblings. Her father works as a farmer to support the family's daily needs while her mother stays at home to take care of the family.

"Nagpuyo mi sa usa ka bungalow type nga balay nga hinimo sa kahoy. Kita adunay pipila ka mga electrical appliances sama sa telebisyon, electric fan, radyo, ug refrigerator. Medyo layo ang among balay sa city proper. Kinahanglan kitang magmotorsiklo kung moadto kita sa simbahan, city hall o ospital. Mga 20 minutos ang byahe padung didto. Simple ra ang among kinabuhi sa probinsya. Makakaon ta 3 times a day. Gitabangan namo ang among amahan sa umahan panahon sa hinapos sa semana. Mosimba mi kada Domingo kay mao ni ang batasan sa among pamilya." (They are staying in a bungalow type house made up of wood. They have few electrical appliances such as television, electric fan, radio, and refrigerator. Their house is quite far from the city proper. It is 20-minute travel to commercial facilities such as church, city hall, hospital, market, mall and school. They have a simple life in the province. They can eat 3 times a day. They help their father in the farm on weekends. It is their practice to go to church every Sunday to worship the Lord. After church service, they eat in fast food chain as part of their weekly bonding.)

Maria was in Grade 7 when she decided to work as a Kasambahay because her father got ill due to tuberculosis. Her mother opted to accept laundry jobs at that time to provide for their daily subsistence.

However, her mother expressed difficulty to send all of them in school. Because Maria was so determined to finish schooling, she explored for ways to be able to continue her education. It was during that time that her aunt offered her a job as a Kasambahay in Lapu-Lapu City.

"Grade 7 ko dihang nasakit ang akong amahan og tuberculosis. Aron mabayran ang among inadlaw-adlaw nga galastohan, ang akong inahan midesisyon nga manarbaho isip "labandera" pero mipahayag siya sa pinansyal nga kalisud para sa amoang edukasyon. Nangita kog mga paagi unsaon pagpadayon sa akong pagtungha sa Grade 8. Ang akong 17 anyos nga iyaan miingon nga ang kabanay sa iyang amo nangitag Kasambahay mga motrabaho sa ilaha sa dakbayan sa Lapu-Lapu. Dugang pa sa akoang iyaan ang Kasambahay kuno makadawat ug maayong bayad ug suporta pud sa pag eskwela sama sa nahitabo sa iyaha. Dugang pa sa akong iyaan nga buotan ug matinahuron ang akong mahimong amo. Bisitahon pud ko niya didto sa balay sa akoang employer." (I was in Grade 7 when my father fell ill with tuberculosis. To pay for our daily expenses, my mother decided to work as a "laundress" but she expressed financial difficulties for our education. I was looking for ways to continue when I was in Grade 8. My 17-year-old aunt said that her boss's relatives were looking for maids to work for them in Lapu-Lapu city school like what happened to her. In addition to my aunt who is kind and respectful. She will also visit me at my employer's house.)

Maria verbalized her difficulty working as a Kasambahay at a young age. She works from 5 am until 3 pm. She does household work such as cleaning the 3-story house, doing laundry, feeding the dogs, and cleaning their cage. After this, she prepares for school. Her class is from 4:30 pm to 9:30 pm. She arrives home at 10:00 pm but still needs to work at home. She sleeps around midnight since she must do school projects and assignments. The same routine goes on the next day. She mentioned that there were instances where she slept in class due to tiredness. However, she is still fortunate that her teachers are considerate and understanding. She was given instructions for completing the subjects' missed activities.

"Ang akong mga trabaho gawas sa pagpanglimpyo sa 3-andana nga balay, ug pagpanglaba sa unom (6) ka tawo sa pamilya, ako usab ang nag-atiman sa mga hawla sa mga iro ug nagpakaon niini. Magsugod ko og trabaho sa alas 5 sa buntag ug matapos sa alas 3 sa hapon aron makaandam na para eskwela. Ang akoang eskwela magsugod man gud og alas 4 sa hapon kutob alas 9:30 sa gabii. Maabot ko sa balay mga alas 10:00 na sa gabii. Mokaon ko ug maglinis sa sinina. Pagkahuman manilhig gihapon ko sa salog ug manghugas sa mga plato na gibilin sa akoang mga amo. Matulog ko alas 12:00 sa tungang gabii kay magbuhat pako sa akoang mga assignments or projects sa eskwelahan. Dili lalim ang panrabaho nako. Kapoy jud sa inadlaw-adlaw ang akoang gibuhat. Tungod kay dili igo ang akoang tulog sa gabii, adunay mga higayon nga matulog ko sa klase. Maayo na lang masinabtanon akoang mga teachers. Tagaan lang ko sa akoang mga na miss na buhaton." (My work includes cleaning the 3-story house and doing laundry for six (6) family members. I also take care of the dogs' cages and feed them. I start my work at five in the morning and finish at three in the afternoon to prepare for school. My school starts at 4 in the afternoon and finishes at 9:30 in the evening. I will reach home around 10:00 in the evening. I eat and change clothes. Afterward, I still sweep the floor and wash the dishes left by my employers. I go to bed at midnight because I have to do my assignments or projects at school. My work is so difficult. I am tired of what I do every day. Because I do not sleep enough at night, there were instances when I fell asleep in class. It was good for me because all my teachers were understanding. They allow me to sleep for a moment.)

Maria also mentioned that when she was not yet enrolled in school, she her employer pays her Php2,500 as her monthly salary. Consequently, it changed when she started schooling. She was only given a Php500 monthly allowance, paid the minimal school fees and provided school materials/ projects.

"Katong wala pako nag eskwela gitagaan ko sa akoang amo og Php2,500 kada bulan. Pero pagsugod nakog eskwela, Php500.00 ra ang ihatag kada bulan para sa akong allowance kada adlaw. Ang ingon sa akoang amo kay mao na kuno ang bayad sa akoang sweldo kay gipa eskwela kuno ko nila. Sila ang mobayad school fees, tagaan ko og school supplies, uniform ug projects. Kini na ang akong sweldo. Walay laing benefits na ihatag sa akoo. Ang akoang amo ok ra man ang pagtagad sa akoo apil ang kabanay sa balay. Gitagaan man ko og kaugalingon na kwarto nako nga naay electric fan. Iaapil pud ko nila og mogawas sila moadto sa mall para manuroy or mokaon sa restaurant." (When I was not yet schooling, my employer gave me Php2,500 per month salary. But when I started school, I was only given Php500.00 per month for my allowance. My employer said that this is my salary because they also pay for my education. They shoulder the school fees, give me school supplies, uniforms and projects. I do not receive benefits at work. My employer treats me well including the

relatives at home. I was given my own room with an electric fan. I also join them when they go to the mall or eat at a restaurant.)

Maria shared her challenges as a Batang Kasambahay. She said that it is not easy because even if she is young she needs to do tasks which is not commensurate to her strength and physical built. Furthermore, she misses her family in the province. There were times when she cries and pities herself. She seldom visits them due to her schooling and limited allowance given to her. She rather sends the saved allowance to her family than spend it for her fare.

"Dili jud lalim ang mahimong Batang Kasambahay. Naay mga trabaho na dili makaya sa lawas nako, ang paglimpyo sa dako nga balay, panglaba sa mga sinina sa akoang amo ug uban pang buluhaton sa balay. Kapoy jud sa lawas unya ma emosyonal pako. Mingawon ko na mahilayo sa akoang pamilya unya magpuyo sa laing pamilya. Bisan pa maayo sila lahi man jud kung naa ka sa imohang pamilya." (It's not easy to become a Batang Kasambahay. There are jobs that my body can't handle like cleaning the big house, washing their clothes and doing other household chores. It is so tiring! Apart from the physical difficulty, I also experience emotional hurt. I felt lonely being away from my family and then live with another family. Although they are good to me, it is different when you are in your family.)

Despite the difficult situation that Maria has experienced, she still looks for a brighter future. She mentioned becoming a flight attendant someday so that she could bring her parents and sibling for a tour in other countries. She is optimistic to achieve all her dreams.

"Akong pangandoy na makahuman jud ko sa akoang pag eskwela maong bisan lisod nagtrabaho jud ko sama Batang Kasambahay. Ganahan ko na mahimong flight attendant sa umaabot para masuroy nako ang akoang ginikanan sa laing nasod. Ang mga kalisod na akoang naagian karon og pag antos na akoang gibuhay, naa niy maayo na balos sa umaabot. Dili lalim mahilayo sa ginikananin pero nag-antos ko para maka eskwela. Nahimo ko nga pasensyoso, maantuson, mapahib-usanon ug determinado nga makag-ot ang damgo. Mao ni ang akoang gikuptan haron makalahutay ko sa tanang pagsulay sa kinabuhi." (My dream is to finish my schooling, so even though it's hard, I work as a Batang Kasambahay. I would like to become a flight attendant someday so that I can bring my parents to another country. The difficulties that I have gone through now and the suffering that I have done, will have a good reward in the future. It is not easy to be far away from my parents but I will survive. I became patient, humble, obedient, and determined to achieve the dream.)

Maria shared that she did not receive any assistance from the government. She does not know as well if the government has assistance for people like them. She suggested that the government should monitor and conduct registration for all Batang Kasambahays in Lapu-Lapu City and provide educational assistance and shelter so that they will be assured of their safety even if they are away from their families.

Summary

Maria, 14 years old, Grade 9 student, and a native of Toledo, Cebu. Her father, who is a farmer, is the sole breadwinner of the family. However, when he got ill due to tuberculosis, they became financially burdensome to support all their needs. Maria's mother tried to work as a launderer but the minimal income is only sufficient for their daily needs. This had pushed Maria to work as a Batang Kasambahay in Lapu-Lapu City as offered by her aunt who is also a Kasambahay in the said locality. Consequently, Maria verbalized the difficulty of being a Batang Kasambahay as she works more than 8 hours a day and does tasks that are beyond her physical capacity such as cleaning the 3-story house, doing laundry, feeding the dogs, and cleaning their cage. She shared that her challenges are doing work of an adult and being away from her family. However, she needs to sacrifice to achieve her dream of becoming a flight attendant. She wants to tour the world and at the same time earn for a living. Moreover, she plans to bring her family for out-of-the-country tour.

Maria relayed that she did not receive any assistance from the local government of Lapu-Lapu City. Furthermore, she does not know if the government has programs and services for Batang Kasambahays. She suggested that the Lapu-Lapu City government should monitor and conduct registration of all Batang Kasambahays to know their current situation. It would also help if they will provide educational assistance to support other educational expenses in the school and to create a temporary shelter for Batang Kasambahays so that they will be assured of their safety even if they are away from their families.

The Case of Mario

Mario is 17 years old, male, and native of Cordova, Cebu, Philippines. He is currently Grade 10 student at Gun-ob Night High School. He is the second of five siblings. He also has additional three siblings from her mother to the latter's new partner.

"Ang akong amahan usa ka construction worker unya ang akong inahan ang mag-atiman sa amoang tanan. Si papa ra ang mitrabaho para mosuporta sa tanan namong panginahanglon. Nagpuyo mi sa gamay na balay nga si papa mismo ang nagpanday. Naay kini duha ka kwarto, gamay na sala, kusina ug CR. Usa ka kwarto para sa akoang ginikanan unya ang usa para sa amoang managsuon. Naay miy gamit sama sa telebisyon, electric fan, rice cooker, lingkuranan, ug lamesa. Maayo man ang amoang pagpuyo sa balay. Ang problema ni papa basta mahubog manapat ni mama labi na kung mangutana si mama kung asa siya gikan. Pero bisan pa niana nag-antos ra jud si mama para sa amoang managsuon. Pero katong 10 anyos na ko gibayaan mi sa akoang papa tungod sa laing babaye." (My father is a construction worker and my mother takes care of all of us. Only dad worked to support all our needs. We live in a small house that dad built himself. It has two bedrooms, small living room, kitchen and CR. One room for my parents and one for us children. We have appliances such as television, electric fan, rice cooker, chair, and table. We have a simple life. Dad's problem is that whenever he gets drunk, mom gets into trouble, especially when mom asks where he went. But despite that, mom stayed with my father for the sake of her children because she doesn't want them to separate for our welfare. However, when I was 10 years old, my father left us due to another woman.)

Mario elaborated that he was forced to work because his mother could no longer meet their needs. He pitied his siblings and their situation. Despite being young, he looked for a job to earn a living. At first, he assisted in a "cafeteria" near their house during his vacant time in school to earn. He spent his minimal income on the daily needs of his family. Until a customer offered him a full-time household job with a monthly income of Php3,500 in Lapu-Lapu City. Upon hearing the high salary, he immediately accepted the offer. However, he said that the tasks are tiring since he cleans the 3-storey house, does laundry and marketing, feeds the pigs, and cleans the pigpen. He only sleeps for three hours. His body could not sustain the huge tasks he needed to deliver every day until he got ill. He sought help from his teacher. Fortunately, he was endorsed to another employer who treated him well. He works from 4:00 am to 3:00 pm during weekdays. His daily tasks include cleaning, doing laundry, sweeping the house, and carrying his employer's purchased goods. He receives a Php5,000 monthly salary. He shoulders his own educational needs. After school, he can rest and wake up the following day for work.

"Bisan 10 anyos pa ko napugos na jud ko pangita ug trabaho para masuportahan ang akoang mga igsoon. Pag primero nag trabaho ko sa carenderia duol sa amoang balay. Hangtod naay usa ka customer sa carenderia nga nakasulti sa akoo nga naay siyay kaila nga nangita ug stay in Kasambahay sa Lapu-Lapu City. Ang sweldo kuno kay Php3,500. Didto nako nag eskwela sa night high school. Kapoy diay ang akoang trabaho didto kay tulo ka oras ra man ko matulog. Sayo kaayo ko momata para mahuman kuno nako ang trabaho bag-o ko moadto sa eskwelahan. Limpyohan man gud nako ang dako nga balay nga tulo kaandanas, magsilhig sa gawas sa balay, manglaba ug mamalengke. Magpakaon pud ko sa mga baboy ug limpyohan pud kini. Wala gikaya sa akoang lawas. Nasakit man ko ato na panahon. Maong nagpatabang ko sa akoang teacher ug naa ba siyay kaila nga nangita ug Kasambahay. Hangtod sa nabalhin jud ko sa laing employer. Ang sweldo nako kay Php5,000.00 kada bulan. Momata ko ug alas 4 sa buntag kutob alas 3 sa hapon ra ang trabaho ingon akoang employer para kuno makaandam pa ko para sa eskwela. Ang akoang buhaton maglimpyo sa balay, manilhig sa gawas sa balay, manglaba ug mag-alsa sa mga gipamalit sa akoang amo sa palengke. Mga alas 3 sa hapon mag-andam nako para eskwela." (Even when I was 10 years old, I was forced to find a job to support my siblings. At first I worked at a carenderia near our house until a customer at the carenderia told me that he was looking for a housekeeper in Lapu-Lapu City. The salary was Php 3,500 I worked there in Lapu-Lapu City. I'll clean the big house, sweep the outside of the house. I'll also feed the pigs and clean them too. That's why I asked my teacher to help me. Until I was transferred to another employer. My salary is Php5,000.00 per month. I wake up at 4 in the morning and work until 3 in the afternoon as my employer so that I can get ready for school. What I do is clean the house, sweep the outside of the house, wash and lift my boss's purchases at the market. Around 3 in the afternoon I will get ready for school.)

Mario shared his difficulties as a Batang Kasambahay. He mentioned his feeling of loneliness to be away from his family. Because of their family's circumstance, he does not have a choice but to leave them to have a better income. Furthermore, the bad experience he had with previous employer wherein he

only sleeps for three hours. His body gave up. As of the moment, he shared the the work is still tiring but his employer treated him well compared with the previous one.

"Ang mga hagit o kasilod na akoang natagamtam sama Batang Kasambahay kay ang kamingaw nga mahilayo sa akoang pamilya nga unta magkauban mi ug ang akoang ginikanan ang dapat nga mag-atiman sa amoang tanan. Pero tungod kay gibiyaan man mi sa akoang amahan kinanglan nako nga tabangan ang akoang pamilya maong bisan na gamay pako kinahanglan na ko motrabaho para naa miy makaon. Dili pud lalim ang pag trabaho nako kay katong primero nakong employer kay 3 ka oras ra ko makapahuway tungod sa kadako sa akoang trabaho. Perting kapoya sa akoang lawas maong nasakit ko." (The challenges or difficulties I have encountered as Batang Kasambahay is the loneliness of being away from my family. We should be together and they should be supporting us. However, when my father left us I had no choice but to work at a young age to support our needs. However, I experienced a bad situation with my previous employer because apart from the huge work that they give I only sleep 3 hours a day. That is why my body was so tired that I got sick.)

Mario wants to finish his schooling and become a civil engineer in the future. That is why he is serious with his studies. He wants to prove to his father that even if they left him, they were able to sustain with their needs and achieved their dreams. He will sacrifice as of this time because better life is waiting for him. Furthermore, he shared that poverty should not be a hindrance to continue studies because there are ways to be able to support the needs. They just need to be determined and hardworking. Of course, the Lord will always be his guide in all his endeavors.

"Ganahan jud ko makahuman sa pag eskwela maong naningkamot ko bisan na lisod mahimong estudyante ug working. Gusto nako nga mahimong Civil Engineer para mas makatabang ko sa akoang pamilya. Gibiyaan man mi sa akoang papa pero naningkamot jud ko na makab-ot ang akoang damgo. Nga dili babag para makapadayon sa pag eskwela ang kapobrehon. Nakaamgo ko na bisan lisod ang kinabuhi nako sama usa ka Kasambahay makalampos ra jud ko sa akoang mga pangandoy kay grabe na ang mga pag-antos na akoang naagian. Nakaingon ko nga mao ni ang nakapa-isog sa akoo, nahimo kong determinado, dili basta mo give up sa mga problema, ug labaw sa tanan maatubang ra jud nako ang mga hagit sa kinabuhi. Makalampos ra jud ko niini kay naa ang Ginoo nga namalipud sa akoo sa adlaw-adlaw. Padayon ra jud sa kinabuhi bisan unsa pa ang mga pagsulay nga moabot." (I want to finish my schooling that is why I study hard while working. It is not easy but I sacrificed to be able to achieve my dreams. I would like to become a Civil Engineer so that I can help my family more. Even though my father left us I worked hard to prove to him that we can survive without him. That poverty is never a hindrance to achieve my dreams. I realized that even though my life as a Kasambahay is difficult, I will succeed in life because the sufferings that I have gone through are severe. I said that this is what made me brave, became determined, don't just give up on problems, and above all, I can face life's challenges. I will surpass all of the challenges because the Lord is here to protect me every day. I will go on with life no matter what trials come your way.)

Mario mentioned that he did not receive any assistance from the government. He added that he does not even know if there are assistance available for the Batang Kasambahays. Given such, he suggested that the government of Lapu-Lapu City should conduct monitoring and registration of all Batang Kasambahays, provision of educational assistance and gathering of all Kasambahays in Lapu-Lapu City to serve as their support system.

"Wala koy nadawat nga tabang o serbisyo gikan sa gobyerno. Dugang pa, wala ko kahibawo sa mga serbisyo nga gihatag sa mga Batang Kasambahay sa dakbayan sa Lapu-Lapu. Dapat unta ang matag Batang Kasambahay kinahanglang ma-monitor ug marehistro sa Lapu-Lapu City personnel, basin sa social welfare office aron ang mga bata nga nagtrabaho ma protektahan. Kinahanglan usab nga mahatagan sila sa ilang mga panginahanglanon sa eskulahan tungod kay adunay mga Batang Kasambahay nga wala'y suweldo aron masuportahan ang ilang mga gasto sa edukasyon. Dapat unta naa pud panagtigom ang tanang Kasambahay haron magkailhanay sila nga mahimo nga suportar sa matag usa." (I have not received any help or services from the government. In addition, I am not aware of the services provided to Batang Kasambahay in Lapu-Lapu City. I suggest that all Batang Kasambahays should be monitored and registered by Lapu-Lapu City personnel, perhaps at the social welfare office so that working children are protected. They should also be provided with their school needs because there are Batang Kasambahays who are not paid by employers to support their educational expenses. There should also be a gathering for all the housewives to get to know each other so that they can support each other.)

Summary

Mario, 17 years old, male, Grade 10 student at Gun-ob Night High School and a native of Cordova, Cebu, Philippines. He is the second of five siblings. His father left them when he was 10 years old because of another woman. Since his mother was emotionally affected of the situation, Mario was forced to work to support the needs of the family. He worked in a carenderia until he was offered a job as a Kasambahay in Lapu-Lapu City. He experienced physical, verbal, emotional, and psychological abuses from his previous employer. Additionally, he verbalized that the tasks are tiring since he cleans the 3-storey house, does laundry and marketing, feeds the pigs, and cleans the pigpen. He only sleeps for three hours. He was not given a salary and other benefits. His body could not sustain the huge tasks to deliver, hence, he got ill. This prompted him to seek assistance from his teacher in night high school. Fortunately, he transferred to a new employer where he is compensated and treated well.

Mario disclosed that the challenges or difficulties encountered as Batang Kasambahay is the loneliness of being away from my family and the abuses happened to him with previous employer. He said that they should be together and supporting each other. However, when his father left them he had to work to support our needs.

Mario is determined to finish his schooling and to become a civil engineer to have better income so that he could help his family. That is why he is studying hard to pass all the requirements in school. Meanwhile, he said that he did not know and receive any assistance from the local government unit of Lapu-Lapu City. He recommended that the government should conduct monitoring and registration of all Batang Kasambahays to know their situation. They should also provide educational assistance to support their educational needs. Lastly, he suggested that the LGU should organize yearly gathering of all Kasambahays in Lapu-Lapu City as this will serve as their support system if they are concerns. He is hopeful that all his recommendations will be responded upon by the local government unit to ensure that the rights and welfare of all Batang Kasambahays will be protected and properly addressed.

The Case of Tanya

Tanya, 17 years old, female, and decided to stop from schooling. She grew up in Mabinay, Negros Oriental, Philippines. She is the 4th among 8 siblings. Her parents are both farmers. They live in a small nipa hut built by her father. They do not have a room but all sleep in the living room. Moreover, they do not have appliances except radio. They used wood to make fire for cooking.

"Ang tanang namong kan-on mga tanom namo nga utan sama sa kalabasa, kamunggay, talong, okra, ampalaya, kamote, saging ug uban pa. Naa pud gibuhi nga manok ug baboy ang akoang ginikanan. Simple ra jud ang amoang kinabuhi sa bukid. Malipayon ang amoang pamilya. Makit-an nako na pinangga ni papa si mama. Basta magtapok mi pirmi ra mopakatawa si papa sa amoa. Wala ko kakita nga nag-away ang akoang ginikanan. Puros nindot ug hamugaway ang pamuyo namo. Maong kaming managsuon suod pud sa usag-usa. Nag eskwela mi sa public school. Medyo layo ang eskwelahan sa amoa. Kinahanglan pa namo molakaw ug 20 minutos padulong sa eskwelahan. Pagkahuman nako ug elementary gikuha ko sa akoang manang ug gidala sa Lapu-Lapu City kay siya kuno ang magpa eskwela sa akua ug high school. Maglisod naman gud sila papa ug mama pagpa eskwela namong tanan labi na medyo mahal na ang tuition sa high school. So miadto ko sa akoang maguwang sa Lapu-Lapu City. Gi enroll ko niya sa night high school para ako ang moatiman sa akoang mga paumangkon. Si manang magtrabaho mag gud alas 6 sa buntag kutob alas 3 sa hapon sa usa ka bakery duol ra pud sa ilahang balay. Ok ra kay maka eskwela pa man ko inig ka hapon. Ang iyahang bana kay factory worker. Tulo ka tuig ra ko mipuyo sa ilaha kay hapit man ko ma rape sa bana sa akoang manang. Tungod ni ana nangita ko ug laing kapuy-an hangtod gi refer ko sa akoang classmate sa kaila niya nga employer sa Poblacion Lapu-Lapu City. Maayo man ang akoang employer. Gisuportahan nila ang akoang pag eskwela. Pero katong miaging tuig ginahanglan ko na muhonung sa pag eskwela kay nasakit si mama. Kay ako man nagbantay pero karon ako nang igsoon." (Everything we eat is planted by my parents. We have vegetable crops such as squash, malunggay, eggplant, okra, ampalaya, sweet potato, banana and others. My parents also raised chickens and pigs. Our life in the mountains is simple. Our family is happy. I can see that my father loves my mother. He assists her in everything that they do. My mother does the same to my father. I never saw them fight. We always laugh inside the house because my father shares funny stories. We are close with each other. Our place is peaceful and beautiful although it is quite far from commercial facilities. We went to public school. We still have

to walk 20 minutes to school. After I finished elementary school, my elder sister brought me to Lapu-Lapu City because she promised to send me to high school. My parents could no longer support us in secondary because of the limited income they have being farmers. My sister enrolled me at night high school so that I can take care of my nieces because my sister works from 6 in the morning until 3 in the afternoon at a bakery near their house. It's fine with me because I can still go to school in the afternoon. Meanwhile, my sister's husband is a factory worker in MEPZA. I only lived with them for three years because I was almost raped by my brother-in-law. Because of that, I looked for another place to stay until my classmate referred me to an employer she knows in Poblacion Lapu-Lapu City. I worked there as a Kasambahay. My employer is good. They support my schooling. They also give me salary and other bonuses. But last school year, I asked permission from my employers to go to my hometown for one month to take care of my mother. But now my sister takes care of my mother.)

Tanya mentioned that she stopped schooling this year because she went to the province for a month to care for her sick mother. She found out that her mother had a cataract and that it would lead to blindness. She accompanied her mother for an eye check-up until her elder sibling went home to stay there for good. She was the one who took care of her mother. However, she sends monthly support to her parents in the province.

Tanya shared that she decided to work as a Kasambahay when her brother-in-law almost raped her. She immediately left the house and asked for help from her classmate where she was referred to an employer in Poblacion, Lapu-Lapu City. She mentioned that her employer was good to her and even supported her schooling.

"Hapit naman ko ma rape sa bana sa akoang igsoon kay wala man siya ato na panahon unya hubog man akoang kuya. Sa kahadlok nako, mibiya dayon ko ug nagpatabang sa akoang classmate kung asa ko pwede nga mopuyo hangtod sa giingnan ko niya nga naay nangita ug Kasambahay sa Poblacion, Lapu-Lapu City. Didto ko nagtinir ug nagtrabaho. Wala na lang nako giingnan ang akoang igsoon kay dili ko ganahan nga mag-away sila tungod nako. Ang importante nakahawa na ko didto." (I almost got raped by my sister's husband because my sister was not in the house at that time and my brother-in-law was drunk. Because of fear that it might happen again, I immediately left the house and asked my classmate to help me where I could live. She told me that an employer in Poblacion, Lapu-Lapu City is looking for Kasambahay. I lived and worked there. I didn't tell my sister about what happened because I didn't like them fighting because of me. The important thing is that I got out of there.)

Tanya elaborated her daily tasks in the house of her employer.

"Ang akoang trabaho matag adlaw kay maglimpyo, magluto, manglaba, mamalengke, manghugas og plato, ug magbantay sa duha ka bata nga edad uno ug tres anyos. Magsugod ko akoang trabaho alas kwatro sa kadlawon ug mahuman alas otso sa gabii. Makapahuway man ko sa hapong kung matulog na ang mga bata. Ang akoang sweldo kay Php2,500 kada bulan ug bonus kada Disyembre. Kuhaan ko nila ug SSS ug PhilHealth kung mahimo na kong 18 anyos. Naa pud koy day off kada Dominggo pero kasagaran dili ko molakaw kay wala man pud kong adtuon. Maayo man ang pagtratar sa akoang employer. Gitagaan ko nila ug kaugalingong kwarto, naay electric fan ug tv. Dungan pud ko nila mokaon. Kung manuroy sila iuban man pud ko nila bisan asa sila moadto. Naa ganiy panahon na nakaadto pud ko ug Boracay kay ang tibuok pamilya nanuroy didto. Morag parte na ko sa ilahang pamilya. Mosuporta pud sila sa akoang plano nga makahuman ug pag eskwela. Nabalaka man gani to paghunong nako imaging tuig pero nakasabot ra sila. Akong giingnan na mopadayon ko karong umaabot nga klase." (My job every day is to clean, cook, do laundry, go marketing, wash dishes, and take care of two children aged one and three. I start my work at four in the morning and finish at eight in the evening. I can rest in the afternoon when the kids go to bed. My salary is Php2,500 per month and bonus every December. They will get me SSS and Philhealth when I turned 18 years old. I also have a day off every Sunday but I usually don't go because I don't have anything to go to. My employer treated me well. They gave me my own room, with an electric fan and a TV. I also eat with them. If they travel, I will also go with them wherever they go. There was even a time when I went to Boracay because the whole family went there. It's like I'm part of their family. They will also support my plan to finish school. I was even worried when I stopped imaging this year but they understood. I said that I will continue this coming class.)

Her difficulty being mentioned is to be away from her family especially that her mother has eye problems. She missed them so much. She mentioned that it is still best to be with your loved ones than with other family. She is just fortunate that she has a good employer.

"Pag primero abi nako ok ra na didto mopuyo sa akoang maguwang pero dili ra maayo ang nahitabo sa akoo kay hapit man ko ma rape sa bana niya. Hangtud sa napugos na lang ko nga motrabaho sama Kasambahay haron makapadayon ko eskwela ug makahawa sa balay sa akoang magulang. Wala na nako gipabalo sa akoang manang ang nahitabo sa akoo kay dili ko ganahan na sila nang magtiayon ang mag-away tungod nako. Ako na lang ang mihilayo. Maayo na lang kay nakatrabaho ko sa buotan nga employers. Gitagad ra ko nila sama ilahang pamilya. Unya ang trabaho pud nako kay makaya ra man. Naa ra man pud akoang amo nga babaye para motabang ug bantay sa mga bata. Naa lay mga panahon na makahilak ko sa kamingaw sa akoang ginikanan ilabi na karon na si mama naay problema sa mata. Pero mag-antos ra usa ko kay kung makahuman na ko sa college pwede nako mobalik sa amoa sa Negros kay didto nako magtrabaho haron makauban nako ang akoang pamilya." (At first I thought it would be okay to live there with my older sister and her family. However, what happened to me was not good because I was almost raped by my brother-in-law. Because of this, I was forced to work as a Kasambahay so that I could continue school and leave my sister's house. I didn't tell my sister the real reason why I left their house because I don't like them to fight because of me. Fortunately, I was able to work with good employers. They treated me like their family. Then my work is manageable because my female employer assists me in taking care of the children. Consequently, there were times when I cried because of the loneliness of my parents, especially now that mother has an eye problem. But I will sacrifice for a while to finish schooling. If I finish my college education, I will return back to my hometown to be with my family.)

Tanya wants to become a teacher. She said that she will study hard to be able to achieve her dream. Her sacrifices now will be paid off soon. She will really work hard and continue her studies this coming school year.

"Gusto ko mahimong teacher para makatudlo sa mga kabatan-onan ug mahimong inspirasyon nila nga dili mahimong babag ang kapobrehon haron maka eskwela. Kinahanglan lang nga mag-antos sa tanang hagit na maagian. Magpaubos sa mga tawo ug dili motubag-tubag sa employer kun mag trabaho. Maminaw rako sa ingon sa akoang amo. Magpaubos ra jud ko. Kay ingon sa bibliya ang magpaubos kay ipataas ug ang magpataas ipaubos. Kining mga nahitabo sa akoo pagsulay ra sa kinabuhi para mahimo kung lig-on na kun naay mga pagsulay pa nga moabot dili dayon ko mo give up. Padayon lang sa kinabuhi. Ang importante makatabang ko sa akoang pamilya ug maka eskwela pud ko." (I want to become a teacher someday so that I can share my stories to them and be an inspiration to them. I will tell them that poverty is not an obstacle for them to go to school. All they need to do is find ways to achieve their dreams. I told myself that it is not easy to work as a Kasambahay, especially that I am away from my family. It is lonely to be far from my parents. There was a time when I was scolded by my employer for my mistake. But I did not argue with her. I stayed humble and accepted my mistake. The bible says, those who humble will be exalted and those who exalt will be humbled. I told myself that the difficult experience I underwent is just a test of life for me to become strong, that if there are more problems to come, I will not give up right away. Just go on with life. The important thing is that I can help my family and I can go to school.)

Tanya shared that she did not receive any assistance from the government and has no idea about it. She suggested that the government of Lapu-Lapu City should register and monitor all Batang Kasambahays, give educational assistance and provide a center for those abused Batang Kasambahays.

"Dapat marehistro kaming tanan haron mahibaw-an pud nila ang amoang mga kahimtang sulod sa balay kay dili man mi makit-an kung walay mangutana kung naunsa mi. Kini mahimo pud namong proteksyon kay nakabalo mi nga naay nagtan-aw sa amoa. Dugang pa, labing maayo kung ang gobyerno mag-organisa ug kalihokan diin ang tanan nga mga Kasambahay anaa tungod kay kini ang magsilbing ilang suporta nga grupo. Dapat maghatag pud sila ug educational assistance or scholarship sa tanang Batang Kasambahay haron makahuman jud ming tanan pag eskwela kutob sa kolehiyo. Kay naa biya koy classmate nga ganahan mo eskwela pero wala gipa eskwela sa iyahang employer kay walay ikabayad. Dapat tabangan nila na. Unya dapat naay center pud nga kapuy-an ang mga naabuso nga Batang Kasambahay haron dili sila maadto sa lain na pud na dili maayo nga employer." (I don't even know if the government has given any help to Batang Kasambahay because since I have been working here in Lapu-Lapu, I have not received any. The social welfare office in Lapu-Lapu City should be there to watch over all the Batang Kasambahay in the locality. We should all be registered so

that they will know our conditions inside the private homes because we are not seen publicly unless there will be individuals who will check on us. This can also be our protection because we know that someone is watching us. In addition, it would be best if the government organizes an event where all the Kasambahays are present because this will serve as our support group. There should also be provision of educational assistance to all Batang Kasambahays so that they will be able to finish their schooling up to college. Because I have a classmate who likes to go to school but her employer doesn't send him to school because he can't pay. There should be financial assistance or scholarships for them. Then there should also be a center where the abused Batang Kasambahay can stay so that they don't go to another bad employer.)

Summary

Tanya, 17 years old, female, and decided to stop from schooling. She grew up in Mabinay, Negros Oriental, Philippines. She is the 4th among 8 siblings. Her parents are both farmers. They are contented with the simple they have in the province. Tanya's parents could no longer afford her secondary education, so her older sister offered to support and brought her to Lapu-Lapu City. She takes care of the children of her sister who works in a bakery. Tanya gets ready for school when her sister gets home at about three o'clock in the afternoon. One day, Tanya was left alone at home with her nieces. She nearly got raped when her brother-in-law showed up intoxicated. Tanya fled the house immediately out of fear. She asked her classmate for assistance in finding work. She was introduced to a family in Poblacion, Lapu-Lapu City, to work as a Kasambahay. Tanya claims that her employers take good care of her and offer her meals, a private room, a monthly salary, and other benefits.

Tanya mentioned that her difficulties and challenges are to be away from her family especially that her mother has eye problems. She missed them so much. She mentioned that it is still best to be with your loved ones than with other family. She is just fortunate that she has a good employer. She temporarily stopped school when she took care of her mother but she will continue schooling this year. She wants to become a teacher to become an inspiration to students that poverty is not a hindrance to achieve your dreams in life. She believes that all her sacrifices will be paid off. When she finished college education, she will go back to her hometown and look for job there because she wants to closely monitor her mother. For now, she will with her employer to be able to support her education.

Tanya did not know if the government has given any help to Batang Kasambahay because since she did not receive any from the local government. She suggested that the social welfare office in Lapu-Lapu City should be there to watch over all the Batang Kasambahay in the locality. They should all be registered so that they will know our conditions inside the private homes because we are not seen publicly unless there will be individuals who will check on us. In addition, it would be best if the government organizes an event where all the Kasambahays are present because this will serve as our support group. There should also be provision of educational assistance to all Batang Kasambahays so that they will be able to finish their schooling up to college. Lastly, there should also be a center where the abused Batang Kasambahay can stay when they experience abuses from their employer. Moreover, they could receive psychosocial support from the local government unit for healing.

The Case of Tonio

Tonio is 17 years old, male, stopped from school, born and raised in Carcar, Cebu, Philippines. He is the eldest of eight siblings. His father works in a jewelry craft while his mother is a full time housewife. They lived in a small house on the mountain area of Carcar. They do not have any appliances at home. There is also no room. They all sleep together in their living room.

"Lisod ang amoang kinabuhi sa bukid ilabi na ang akoang papa kay bisyoso man. Kada adlaw maghubog ug magsugal siya maong walay mahatag nga kwarta sa akoang mama para palit sud-an. Ang bugas kay hatagan ra man mi sa akoang lolo gikan sa umahan maong naa miy bugas. Kada tuig mamabdos ang akoang inahan maong sunod ra jud ang amoang mga edad. Dili man malipayon ang amoang pamilya. Kay makit-an nako ang pang-abuso sa akoang amahan sa akoang inahan. Naa pud panahon na dapatan pud mi niya. Dili pud mi niya paduwaon sa gawas sa balay kay didto ra jud kuno mi sa sulod sa balay maong wala kaayo koy amigo. Wala jud mi nakabati sa pagmahal sa usaka amahan kay mas maayo pa si papa sa iyahang mga higala kumpara sa amoa. Kung mag-inom sila naay mga sud-an nga paliton para sumsuman nila pero sa amoa asin ra amoang sud-an. Para makakwarta si mama nagbaligya na lang siya ug utan sa amoang lugar. Kada Sabado ug Dominggo tabangan nako si mama sa pagbaligya." (Our life in the mountains is difficult, especially my father because he is vicious. Every day he gets drunk

and gambles so my mother has no money to buy rice. The rice is only given to us by my grandfather from the farm so We have rice. Every year my mother gets pregnant. Our family is not happy. I will see my father's abuse He didn't let us play outside the house because we were only inside the house so I didn't feel the love of a father because his friends were better than ours. When they drink, there are sudans to buy for them, but only our sudan. To earn money, she just sells vegetables in our place. Every Saturday and Sunday, I help mom sell.)

Tonio said that he was forced to work when his father was imprisoned due to rape on his younger sister.

"Usa ka adlaw pagkahuman namo ug baligya ni mama ug utan, pag-abot namo sa balay nakit-an namo ang akoang manghod nga babaye nga wala nay sinina ug nagdugo ang iyahang kinatawo. Naghilak si mama ug nagkurog sa iyahang nakit-an. Naluoy siya sa akoang igsoon. Samot pa nga nahibaw-an namo nga ang akoang papa ang miabuso sa akoang manghod. Gi report ni mama ang insidente sa pulis ug gipangita ang akoang papa hangtod sa nakit-an ug napreso siya. Nangita ko ug pamaagi nga motabang sa pamilya. Naay silingan namo nga nagsulti na naa siyay kaila nga nangita ug katabang sa Cebu. Wala man giingon kung asa didto basta sa Cebu daw. Ang akoang edad ato na panahon kay 10 anyos. Makasweldo kuno ko ug Php5,000 kada bulan unya sa sulod lang sa balay ang akoang trabaho. Magpa Kasambahay kuno ko. Suportahan pud sa akoang amo ang akoang pag eskwela. Tungod sa giingon sa amoang silingan nadani ko na dawaton ang trabaho. Miadto mi sa Cebu pero wala ko kabalo asa jud to nga lugar kay misakay man mi sa bus, jeep ug tricycle. Ambot asa to nga lugar. Pag-abot namo sa balay nga dako, naay guard nga nagbantay. Naa pud dagko nga iro nga naa sa ilahang kulungan. Pagkahuman naay gihatag nga sobre ang akoang employer sa akoang silingan. Giingnan ko sa akoang silingan nga magbinuutan didto ug tumanon nako tanang sugo sa akoang amo. Paghawa sa akoang silingan gipatrabaho na dayon ko sa akoang employer. Gipalimpyo ko sa sulod sa balay, nagpakaon sa dagkong iro ug naghugas sa ilahang puluy-anan. Daghan pa nga trabaho ang gipahimo sa akoo. Gipakaon ko niya ug pan-os nga pagkaon ug gipatulog sa kulungan sa iro. Ang akoang mga sinina gikuha niya ug gitagaan ko ug gisi nga sinina. Kada adlaw pukawon ko ug alas dos sa kadlawon para manglimpyo sa tulo ka andanas nga balay, magputol sa mga damo, magpakaon sa mga iro, magligo niini, ug manglaba sa mga sinina nila. Wala koy pahuway bisan sa hapon. Matapos ang akoang trabaho mga alas does na sa kadlawon kay daghan pa man sila sugo. Tulo ka oras ra ko makatulog sa ilaha. Nag-antos ko ug 3 ka tuig unya walay sweldo nga nadawat. Hangtod usa ka adlaw milakaw ang guardiya nakahigayon ko ug gawas sa balay ug misakay dayon ug tricycle unya nagbalhin balhin ug jeep. Wala ko kabalo kung asa ko moadto hangtod naabot ko sa simbahan – Birhen sa Regla. Nag-ampo ko didto samtang naghilak na hinaot naay motabang kanako. Samtang nag-ampo ko naay usa ka tiguwang nga babaye ang miduol sa akoo ug nangutana kung naunsa ko. Didto nako gisaysay ang akoang kahimtang. Giingnan ko niya nga mag report sa pulis pero tungod sa kahadlok ako siyang gisultian nga ayaw na lang. naluoy jud ang babaye sa akoo. Nag-ingon siya nga pareha kuno ko sa nawong sa iyahang anak nga namatay maong gikuha ko niya para motabang sa iyaha sa balay. ako dayon gidawat kay wala ko kabalo asa padulong. Maayo man ang pagtratar niya kanako. Nag trabaho ko sa sulod sa iyahang balay. Manglimpyo ko, manglaba, magluto ug magbantay sa iyahang gamay nga tindahan. Gitagaan pud ko niya ug Php5,000 ug bonus kada December. Wala pa ko niya ma enroll sa SSS ug Philhealth kay minor pa man ko. Pero miingon siya nga kung mahimo na kong 18 years old kuhaan dayon ko niya. Mga lima ka oras ra man ang akoang trabaho sa balay. Alas otso ko momata sa buntag ug ala sais unya mahuman ko ug alas onse sa buntag kay magpahuway ko bag-o moadto sa eskwela. Nag Alternative Learning System (ALS) ko pag elementary ug nakapasar pud. Pag Grade 9 mihumong ko sa pag eskwela kay nasakit ang akoang amo ug cancer. Ako ang nag-atiman sa iyaha sa ospital kay ang mga anak niya kay nagtrabaho man. Dugay pud mi sa ospital. Wala nako nakaabot sa pag enroll. Pero ok ra kay dako ang akoang utang kabubut-on sa akoang amo. Karon medyo ok naman ang akoang amo unya naa na pud ang iyahang anak nga babaye nga nag-atiman sa iyaha. Bisang lisod ang mga nahitabo sa akoo, nag-ingon jud ko na magpadayon ko sa akoang kinabuhi para makatabang sa pamilya. Nakahimamat ko balik sa akoang pamilya tungod sa akoang employer karon. Nangita jud siya ug pamaagi na makit-an sila. Nakaingon ko sa akoang kaugalingon, dili jud ko mo give up bisan pa sa kalisod na akoang naagian para sa akoang pamilya." (One day after mom and I sold vegetables, when we got home we found my younger sister with no clothes on and her genital was bleeding. My mother cried and trembled at what she found. He felt sorry for my sister. The worst thing was that my father abused my younger sibling. My mother immediately reported the incident to the police. My father already left our house. Fortunately, the police officers caught and imprisoned my father. I decided to work to earn a living. A neighbor of ours said that he knows someone who is looking for a Kasambahay in Cebu. He didn't say where the exact location was located except that it was in Cebu. My age at that time was 10 years old. He added that I can earn Php5,000 per month and my work is only inside the house as a Kasambahay. Furthermore, my employer will also support my schooling. Because of what our neighbor said, I was persuaded to accept the job. We went to Cebu but I don't know which place it is because we rode a bus, jeep and tricycle. I wonder where that place is. When

we got to the big house, there was a guard manning the gate. There is also a big dog in their cage. After that, my employer gave an envelope to my neighbor. My neighbor told me to be nice there and to obey all the orders of my employer. After my neighbor left, my employer immediately let me work. I made them clean the inside of the house, feed the big dogs and wash their cages. I had a lot to do. I was also surprised when my employer gave me spoiled food and instructed me to sleep in a vacant dog cage. My employer also took my clothes and gave me torn clothes. Every day I wake up at two in the morning to clean the three-story house, cut the grass, feed the dogs, bathe them, and wash their clothes. I have no rest even in the afternoon. I finish my work at around 12:00 am because they still have a lot of orders. I can only sleep for three hours. I suffered for 3 years and then received no salary. Until one day when the guard left his post, I got a chance to go out of the house and immediately ride a tricycle and then transfer to a jeep. I didn't know where I was going until I got to the church – Birhen sa Regla. I prayed there while crying hoping someone would help me. While I was praying, an old woman approached me and asked how I was. There I explained my situation. She told me to report to the police but out of fear I told her not to. The woman felt sorry for me. She said I look like her son who died years ago. She offered me to stay with her and work as a Kasambahay. Nowhere to go, I immediately accepted her offer. She treated me well. I work inside her house. I clean, wash, cook and look after her little store. She also gave me Php5,000 salaries per month and a bonus every December. She said that she will also register me in SSS and Philhealth when I turned 18 years old. I only work about five hours at home. I wake up at six o'clock in the morning and finish at eleven o'clock because I have to rest before going to school. I did Alternative Learning System (ALS) in elementary school and passed. When I was in Grade 9, I decided to stop from schooling to take care of my sick employer who was hospitalized. I owe a lot to my employer. I should take care of her. Now my employer is recuperating and his youngest daughter stayed at home to take care of her as well. They told me to enroll this coming school year. My experience with my previous employer was the worst, but I am thankful because the Lord provided me with a good employer. Even though the experience was difficult, I will still continue to help my family. I was able to communicate with them back with the help of my present employer. I sent money to them. Despite all the difficulties, I will never give up for my family.)

Tonio shared his daily work with his present employer.

"Ang akoang trabaho matag adlaw kay manglimpyo, manglaba, magluto ug magbantay sa gamay nga tindahan sa akoang amo. Momata ko ug alas sais sa buntag kutob alas diyes kay magpahuway pa man ko bag-o moadto sa eskwela. Makaya ra jud nako ang trabaho kay duha ra man mi sa balay sa akoang employer. Sa duol ra man pud nagpuyo ang iyahang mga anak maong makabisita ra pud sila. Pero katong nasakit ang akoang employer, ang iyahang kinamanghuran nga anak nagtinir sa balay para atimanun pud siya. Giswelduhan ko ug Php5,000 kada bulan. Ingon akong employer kung mag 18 years old kuno ko, iyaha ko ipa rehistro sa SSS ug PhilHealth. Maayo pud noon para naa koy madawat nga pension inig tigulang nako. Taggan pud ko niya ug bonus kada December. Makatigom jud ko ug makapadala pud sa akoang pamilya. Maayo ra jud sa akoo ang akoang amo apil ang iyahang mga anak. Gitratar ko nila sama ilahang pamilya. Makakaon ko kung unsa ilahang kan-on ug iuban pud ko nila asa sila moadto if naay mga okasyon. Nalipay jud ko bisan nga nagtrabaho ko sama Batang Kasambahay pero nakakita jud ko ug maayo nga employer."

(My daily tasks includes cleaning, washing, cooking and manning the small store of my employer. I wake up at six in the morning until ten in the morning because I still have to rest before going to school. I can handle the job because there are only two of us in my employer's house. His children also live nearby so they can visit. But when my employer got sick, his youngest daughter stayed at home to take care of her. I am paid Php5,000 per month. According to my employer, if I reached 18 years old, she will register me in SSS and PhilHealth. It was also good for me to have a pension when I get old. She also gives me a bonus every December. I can save and send to my family. My employer and her children are good to me. They treated me like their family. I eat what they eat. I go with them during occasions. I am happy now even though I am Batang Kasambahay because I found a good employer.)

Tonio elaborated the difficult circumstances he encountered being a Batang Kasambahay. The worst experience was when he worked with his previous employer.

"Ang hagit o kalisod nga akoang naagian kay katong mahilayo ko sa akoang pamilya kay dili sayon ang pagtrabaho nga bata pa ka. Unya nakaagi pud ko sa dili maayo nga employer. Abi nako dili nako mabuhitungod sa bating pagtratar nila sa akoo. Nagpasalamat ko nga ang Ginoo nagtabang jud sa akoo kay

gihatagan ko niya ug maayo nga employer kung asa tukob karon naa pa ko sa ilaha. Ang tanang kalisod nakapaglig-on sa akong dili ko dayon mo give up sa tanang pagsulay sa kinabuhi." (The challenge or difficulty that I went through was when I was away from my family because it is not easy to work when you are young. Then I also went through a bad employer. I feared if I could live with how they treated me. I am thankful to the Lord for helping me because he gave me a good employer where I am still with them. All the difficulties made me stronger and that I will not give up immediately in all the trials of life.)

Despite of the difficulties he encountered, Tonio is still optimistic with his future. He shared that he wants to become a teacher so that he could share his life experience to become an inspiration to the students. He added that he wants to help his family and be with them when he completed his studies. Tonio mentioned that he did not receive any assistance from the local government of Lapu-Lapu City. He suggested that the local government should conduct monitoring to all Batang Kasambahays to know their situation, provide educational assistance and shelter for abused Batang Kasambahays.

"Ang akoang pangandoy nga makahuman jud ko sa pag eskwela haron mahimo ko nga teacher. Ganahan ko motudlo sa mga bata didto sa amoang lugar kay daghan man didto wala ka eskwela ug dili pud tagaan sa ginikanan ug bili ang pag eskwela. Kay akoang nakit-an kung unsa ka importante nga mahuman sap ag eskwela kay makakuha ka ug trabaho nga mas tarong. Dili man pud pwede nga kutob na lang pagka Kasambahay ang akoang buhaton. Mas makatabang ko sa akoang pamilya kun didto na ko magtrabaho. Ang paglahutay sa tanang pagsulay nakatabang sa akong haron malig-on ang akoang kaugalingon ug pagtuo sa Ginoo. Nga magpadayon lang sa kinabuhi kay walay problema nga dili jud masulbad." (My dream is to finish school and become a teacher. I like to teach the children in our community because there are many people who do not go to school and the parents do not value going to school. I have realized the importance of completing the education to have a better job. Of course, I do not want to become a Kasambahay forever. Enduring all the trials helped me to strengthen myself and faith in the Lord. I just need to be strong in life because there is no problem that cannot be solved.)

Summary

Tonio is 17 years old, male, stopped from school, born and raised in Carcar, Cebu, Philippines. He is the eldest of eight siblings. His father works in a jewelry craft while his mother is a full time housewife. They lived in a small house on the mountain area of Carcar. After his father was convicted of rape and imprisoned, Tonio decided to work to support the needs of his family. Tonio began working as a Kasambahay when he was ten years old. His neighbor recruited him and endorsed him to his employer in the province of Cebu. He was subjected to financial, verbal, and physical abuse by his former employer. Every day he wakes up at two in the morning to clean the three-story house, cut the grass, feed the dogs, bathe them, and wash their clothes. He has no rest even in the afternoon. He finishes his work at around 12:00 am because they still have a lot of orders. He can only sleep for 3 hours. He was forced to work longer than 22 hours, given assignments beyond his physical capabilities, fed spoiled food, slept in the dog's cage, was not paid, and was not permitted to leave the house. He was able to escape when the guard left his station. He rode jeepneys and tricycles then arrived at the Birhen sa Regla, where he met his current employer. He was treated well, provided with salary and other benefits. He feels at home and part of his employer's family. The challenges he faced was with his previous employer. He did not imagine that he will experience such horrible situation in his life. But he shared that God is good to him because he was able to escape from the difficult situation. He dreams to become a teacher to serve as an inspiration to his students as well.

Tonio mentioned that he is not aware of the programs and services of the Lapu-Lapu City Social Welfare Development Office and did not receive any assistance from the local government. He suggested that the local government should conduct monitoring to all Batang Kasambahays to know their situation, provide educational assistance and shelter for abused Batang Kasambahays. This will be a great help to all Kasambahays in the locality that their rights and welfare are protected based on the existing laws.

Present Situation of the Batang Kasambahays Based on their Rights

This section is presented into categories using the rights of Batang Kasambahays as consistently verbalized by the participants during the interviews concerning their working conditions, treatment of employer/household members, and compensation and benefits.

1. Working Conditions

Maria

"Ang akong mga trabaho gawas sa pagpanglimpyo sa 3-andana nga balay, ug pagpanglaba sa unom (6) ka tawo sa pamilya, ako usab ang nag-atiman sa mga hawla sa mga iro ug nagpakaon niini. Magsugod ko og trabaho sa alas singko sa buntag ug matapos sa alas tres sa hapon aron makaandam na para eskwela. Ang akoang eskwela magsugod man gud og alas 4 sa hapon kutob alas 9:30 sa gabii. Maabot ko sa balay mga alas 10:00 na sa gabii. Mokaon ko ug maglinis sa sinina. Pagkahuman manilhig gihapon ko sa salog ug manghugas sa mga plato na gibilin sa akoang mga amo. Matulog ko alas 12:00 sa tungang gabii kay magbuhat pako sa akoang mga assignments or projects sa eskwelahan. Dili lalim ang panrabaho nako. Kapoy jud sa inadlaw-adlaw ang akoang gibuhit. Tungod dili igo ang akoang tulog sa gabii, adunay mga higayon nga matulog ko sa klase."

(My work includes cleaning the 3-story house and doing laundry for six (6) family members. I also take care of the dogs' cages and feed them. I start work at five in the morning and finish at three in the afternoon to prepare for school. My school starts at 4 in the afternoon and finishes at 9:30 in the evening. I will reach home around 10:00 in the evening. I eat and change clothes. Afterward, I still sweep the floor and wash the dishes left by my employers. I go to bed at midnight because I have to do my assignments or projects at school. My work is so difficult. I am tired of what I do every day. Because I do not sleep enough at night, there were instances when I fell asleep in class. It was good for me because all my teachers were understanding. They allow me to sleep for a moment.)

Mario

"Naay usa ka customer sa carenderia nga nakasulti sa akoo nga naay siyay kaila nga nangita ug stay in Kasambahay sa Lapu-Lapu City. Ang sweldo kuno kay Php3,500. Nakaingon ko dako to nga bayad maong akoang gidawat. Akong gihuna-huna na sayon ra ang trabaho didto kay bata pa man ko. Nakaingon ko na naay siguro koy kauban pud sa balay. Maong mihawa ko sa amoa ug mitrabaho ko didto sa Lapu-Lapu City. Didto nako nag eskwela ug high school. Sa night high school ko nag enroll. Kapoy diay ang akoang trabaho didto kay tulo ka oras ra man ko matulog. Sayo kaayo ko momata para mahuman kuno nako ang trabaho bag-o ko moadto sa eskwelahan. Limpyohan man gud nako ang dako nga balay nga tulo kaandanas, magsilhig sa gawas sa balay, manglaba ug mamalengke. Magpakaon pud ko sa mga baboy ug limpyohan pud kini. Wala gikaya sa akoang lawas. Nasakit man ko ato na panahon. Maong nagpatatabang ko sa akoang teacher ug naa ba siyay kaila nga nangita ug Kasambahay. Hangtod sa nabalhin jud ko sa laing employer."

(Until there was a cafeteria customer who told me he knew someone looking for a stay in Kasambahay in Lapu-Lapu City. He said the salary is Php3,500. I immediately accepted the offer because of the high compensation. The job is not easy, especially since I am a child. There may be other Kasambahays working there that I could work with. So I left out and went to Lapu-Lapu City. That is where I went to school and high school. I enrolled in night high school. My work there is tiring because I only sleep for three hours. I wake up very early to finish work before going to school. I also clean the big house, sweep the outside, do laundry, and go to marketing. I will also feed the pigs and clean the pig pen. My body cannot handle it. I also got sick at that time. There were times that I slept inside the class due to tiredness. My teacher asked me about my situation and helped me transfer to another employer.)

"Sa karong employer ok ra ang trabaho. Momata ko ug alas 4 sa buntag kutob alas 3 sa hapon ra ang trabaho nako kay ingon akong employer para kuno makaandam pa ko para sa eskwela. Ang akoang buhaton maglimpyo sa balay, manilhig sa gawas sa balay, manglaba ug mag-alsa sa mga gipamalit sa akoang amo sa palengke. Mga alas 3 sa hapon mag-andam nako para eskwela. Pag-abot pud nako gikan eskwela mga alas 10 sa gabii, makapahuway naman ko."

(With my present employer, I wake up at 4 in the morning and work until 3 in the afternoon as per my employer so that I can still prepare for school. I clean the house, sweep outside the house, wash the clothes, and lift my employer's purchases at the market. Around 3 in the afternoon, I will get ready for school. I can rest when I come home from school around 10 in the evening.)

Tanya

"Ang akoang trabaho matag adlaw kay maglimpyo, magluto, manglaba, mamalengke, manghugas og plato, ug magbantay sa duha ka bata nga edad uno ug tres anyos. Magsugod ko akoang trabaho alas kwatro sa kadlawon ug mahuman alas otso sa gabii. Makapahuway man ko sa hapong kung matulog na ang mga

bata." (My job every day is to clean, cook, do laundry, go marketing, wash dishes, and take care of two children aged one and three. I start my work at four in the morning and finish at eight in the evening. I can rest in the afternoon when the kids go to bed.)

Tonio

"Paghawa sa akoang silingan gipatrabaho na dayon ko sa akoang employer. Gipalimpyo ko sa sulod sa balay, nagpakaon sa dagkong iro ug naghugas sa ilahang puluy-anan. Daghan pa nga trabaho ang gipahimo sa akoo. Gipakaon ko niya ug pan-os nga pagkaon ug gipatulog sa kulungan sa iro. Ang akoang mga sinina gikuha niya ug gitagaan ko ug gisi nga sinina. Kada adlaw pukawon ko ug alas dos sa kadlawon para manglimpyo sa tulo ka andanas nga balay, magputol sa mga damo, magpakaon sa mga iro, magligo niini, ug manglaba sa mga sinina nila. Wala koy pahuway bisan sa hapon. Matapos ang akoang trabaho mga alas does na sa kadlawon kay daghan pa man sila sugo. Tulo ka oras ra ko makatulog sa ilaha. Nag-antos ko ug 3 ka tuig unya walay sweldo nga nadawat."

(After my neighbor left, my employer immediately let me work. I made them clean the inside of the house, feed the big dogs, and wash their cages. I had a lot to do. I was also surprised when my employer gave me spoiled food and instructed me to sleep in a vacant dog cage. My employer also took my clothes and gave me torn clothes. Every day, I wake up at two in the morning to clean the three-story house, cut the grass, feed the dogs, bathe them, and wash their clothes. I have no rest, even in the afternoon. I finish my work at around midnight because they still have many orders. I can only sleep for two hours. I suffered for three years and then received no salary.)

"Ang akoang trabaho matag adlaw kay manglimpyo, manglaba, magluto ug magbantay sa gamay nga tindahan sa akoang amo. Momata ko ug alas seis sa buntag kutob alas diyes kay magpahuway pa man ko bag-o moadto sa eskwela. Makaya ra jud nako ang trabaho kay duha ra man mi sa balay sa akoang employer. Sa duol ra man pud nagpuyo ang iyahang mga anak maong makabisita ra pud sila. Pero katong nasakit ang akoang employer, ang iyahang kinamanghuran nga anak nagtinir sa balay para atimanun pud siya." (My daily tasks include cleaning, washing, cooking, and operating the small store of my employer. I wake up at six in the morning until ten in the morning because I still have to rest before going to school. I can handle the job because only two of us are in my employer's house. His children also live nearby so that they can visit. Nevertheless, when my employer got sick, his youngest daughter stayed home to care for her.)

Based on the information collected from the four (4) participants, the similarities revealed that all of them worked for 8 hours or more. According to Republic Act 9231 or the Anti Child Labor Law, children should work not longer than four (4) hours; the provision states that "Children ages 15 to below 18 years old should not render working hours of more than 4 hours a day." Furthermore, the scope of work is inappropriate for their age and physical build. Their long hours of work and heavy workloads prevent them from getting enough sleep and affect their development, which is detrimental to their growth and health. While not all forms of child labor are hazardous, the researcher's case studies demonstrated that there are instances in which children are forced to terrible working conditions that even grown-ups find unbearable, like what the four (4) participants have experienced.

Meanwhile, the theory of Abraham Maslow's hierarchy of needs supported the situation of Tonio, who could not proceed with the next stage due to the deprivation of his basic needs, such as food, shelter, and clothing. He acted to ensure his safety and escape his miserable situation. Meanwhile, his present employer gave him the necessities to carry out his tasks and improve himself.

2. Treatment of Employer/ Household Members

Maria

"Ang akoang amo ok ra man ang pagtagad sa akoo apil ang kabanay sa balay. Gitagaan man ko og kaugalingon na kwarto nako nga naay electric fan. Iaapil pud ko nila og mogawas sila moadto sa mall para manuroy or mokaon sa restaurant. Maayo man sila kanako pero kapoy ra jud ang pag trabaho kay dili makaya sa akoang lawas ang mga trabaho nga gihatag nila. Pero wala man koy mahimo kay ako man ang nangita og trabaho maong mag antos ra jud ko."

(My employer treats me well, including my relatives at home. I was given my room with an electric fan. I also join them when they go to the mall or eat at a restaurant. They are good to me, but the work is tiring because my body cannot handle the jobs they give me. However, I do not have a choice because I need the job to withstand all the difficulties I will encounter.)

Mario

"Maayo ra man ang pagtratar sa akoang employer sa akoo ug kabanay niini. Naa koy kaugalingon nga kwarto nga naay electric fan. Makakaon pud ko kung unsa ang pagkaon sa akoang mga amo. Naa pud koy day off kada Dominggo para mabisita pud nako ang akoang mama ug igsoon." (My employer and his

family treat me well. I have my room with an electric fan. I can also eat what my employers eat. I also have a day off every Sunday to visit my mom and brother.)

Tanya

"Maayo man ang pagtratar sa akoang employer. Gitagaan ko nila ug kaugalingong kwarto, naay electric fan ug tv. Dungan pud ko nila mokaon. Kung manuroy sila iuban man pud ko nila bisan asa sila moadto. Naa ganiy panahon na nakaadto pud ko ug Boracay kay ang tibuok pamilya nanuroy didto. Morag parte na ko sa ilahang pamilya. Mosuporta pud sila sa akoang plano nga makahuman ug pag eskwela. Nabalaka man gani to paghunong nako imaging tuig pero nakasabot ra sila. Akong giingnan na mopadayon ko karong umaabot nga klase." (My employer treated me well. They gave me my room, with an electric fan and a TV. I also eat with them. If they travel, I also go with them wherever they go. There was even a time when I went to Boracay because the whole family went there. It is like I am part of their family. They also support my plan to finish school. I was worried when I stopped imaging this year, but they understood. I said that I will continue this coming class.)

Tonio

"Katong sauna dili maayo ang akoang amo. Wala jud ko kaagwanta ato. Pero karon maayo ra jud sa akoo ang akoang amo apil ang iyahang mga anak. Gitatar ko nila sama ilahang pamilya. Makakaon ko kung unsa ilahang kan-on ug iuban pud ko nila asa sila moadto if naay mga okasyon. Nalipay jud ko bisan nga nagtrabaho ko sama Batang Kasambahay pero nakakita jud ko ug maayo nga employer." (My previous employer did not treat me well. Hence, I left. My present employer and her children are good to me. They treat me like their family. I eat what they eat. I go with them on occasion. Even though I am Batang Kasambahay, I am happy now because I found a good employer.)

There were two (2) participants, namely Mario and Tonio, who were verbally, physically, psychologically, and economically abused by their previous employers. Tonio experienced the worst condition because he was given spoiled food, ignored when he was ill, changed his decent clothes into torn ones, and forced to sleep in the dog's cage.

Republic Act 10361, or Batang Kasambahay Law, specifies that children between the ages of 15 and 18 years old may work as long as their fundamental needs, such as food, shelter, education, and leisure time, are met. Additionally, the tasks assigned should not endanger their 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 work directly for their parents. Even so, the work should not be hazardous or detrimental to their health, safety, morals, or development. However, Republic Act 10361 or the Batas Kasambahay, Section 27 states the prohibition on the employment of Batang-Kasambahay. Consistent with Republic Act 9231, the employment of batang-kasambahay is currently prohibited. In no case shall children of kasambahay, below 18 years of age, suffer to work as kasambahay. Under this policy, the LGU, in cooperation with the DOLE, DSWD, DepEd, DILG, other concerned government agencies, and all other stakeholders, shall endeavor to implement appropriate measures to eradicate child domestic work. Such measures shall include but are not limited to access to appropriate education and training, alternative livelihood and employment for their families, rescue, healing, and reintegration services.

3. Compensation and Benefits

Maria

"Katong wala pako nag eskwela gitagaan ko sa akoang amo og Php2,500 kada bulan. Pero pagsugod nakog eskwela, Php500.00 ra ang ihatag kada bulan para sa akong allowance kada adlaw. Ang ingon sa akoang amo kay mao na kuno ang bayad sa akoang sweldo kay gipa eskwela kuno ko nila. Sila ang mobayad school fees, tagaan ko og school supplies, uniform ug projects. Kini na ang akong sweldo. Walay laing benefits na ihatag sa akoo." (When I was not in school, my employer gave me a Php 2,500 monthly salary. Nevertheless, I was only given Php500.00 monthly for my allowance when I started schooling. My employer said that this was my salary because they also paid for my education. They shouldered the school fees and gave me school supplies, uniforms, and projects. I do not receive benefits at work.)

Mario

"Makadawat ko ug Php5,000.00 kada bulan. Walay laing benepisyo na gihatag sa akoo. Unya ako ra pud ang magbayad sa akoang pag eskwela kay dako naman ang bayad sa akoo. Pero dili pud lalim ang pagtrabaho labi na sa akoo nga bata pa. Kapoy pu ui! Pero ok na lang kay naa man koy klaro nga sweldo."

(I received a monthly salary of Php5,000.00. No other benefits had been given to me. I paid for my schooling because my salary was high. However, the work was still difficult, especially at my age. I get tired! Nevertheless, it is ok because I have a salary.)

Tanya

"Ang akoang sweldo kay Php2,500 kada bulan ug bonus kada Disyembre. Kuhaan ko ug SSS and Philhealth sa akoang amo kung 18 anyos nako. Naa pud koy day off kada Dominggo pero kasagaran dili ko molakaw kay wala man pud kong adtuon." (My salary is Php2,500 per month, and my bonus is every December. As per my employer, I would apply for SSS and PhilHealth when I turn 18 years old. I also have a day off every Sunday but usually do not go because I have nothing to do.)

Tonio

"Sa primero nga employer wala koy sweldo unya daghan ang trabaho. Pero karong employer nako giswelduhan ko ug Php5,000 kada bulan. Ingon akong employer kung mag 18 years old kuno ko, iyaha koi pa rehistro sa SSS ug PhilHealth. Maayo pud noon para naa koy madawat nga pension inig tigulang nako. Taggan pud ko niya ug bonus kada December. Makatigom jud ko ug makapadala pud sa akoang pamilya." (My previous employer did not give me a salary, and work was tedious. However, with my present employer, I am paid Php5,000 per month. According to my employer, if I reach 18, she would register me in SSS and PhilHealth. Having a pension when I get old was also good for me. She also gives me a bonus every December. I can save it and send it to my family.)

All participants were born and raised in Cebu and Negros Oriental Provinces. Their families also belong below the poverty threshold. Furthermore, they endured the loneliness of being away from their families because they needed to work to support their education and the needs of their families.

Regarding compensation and benefits, three (3) participants, namely Mario, Tanya, and Tonio, received a monthly salary of Php2,500, Php5,000, and Php5,000 respectively. Tanya and Tonio were also given bonuses every December and were promised they would be registered with the SSS and PhilHealth. Meanwhile, they all have days off, but Maria and Mario seldom consume them due to their tasks at home.

According to Republic Act 10361, also referred to as the Batas Kasambahay, 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 is also stated that Domestic Workers shall be provided with benefits such as the Social Security System (SSS), the Philippine Health Insurance Corporation (PhilHealth), and the Home Development Mutual Fund or Pag-IBIG, and will have 8 hours of work every day with one day off. On the other hand, domestic workers earning P5,000 or more will pay for all the benefits stated above. Among the participants, Maria and Tanya needed to follow the salary standard set by DOLE.

All of them could go to school, but Tanya and Tonio stopped temporarily for family reasons. They verbalized to go back to school this coming school year.

About the total development of the Batang Kasambahays, all of them expressed the need to protect the rights of Batang Kasambahays in Lapu-Lapu City to ensure their safety and security such as monitoring and registration of Batang Kasambahays, provision of educational assistance, gathering of all Kasambahays, and creation of shelter for abused Kasambahays.

Synthesis

The current situation of the four (4) live-in Batang Kasambahays, or child domestic workers, reflects a complex intersection of socio-economic challenges and vulnerabilities. While these children often come from marginalized backgrounds and lack access to education and opportunities, their employment as domestic workers expose them to various risks. With regard to working conditions, Maria, Mario and Tonio rendered long hours of work, inadequate rest, and limited autonomy, which can compromise their well-being and overall health. Worst incidents such as physical, verbal, emotional, psychological and economic abuses were experienced by both Mario and Tonio from their previous employers. Tonio was served with spoiled food, rendered tedious tasks, slept for three (3) hours in the dog's cage, and no salary was given to him. It was only Tanya who was treated well and provided with her needs by her employer, hence, she is still working with them up to present. Apparently, the situation of Mario and Tonio improved when they transferred to another employer because they were treated as part of the family and provided with their daily needs.

Additionally, concerns persist regarding their compensation and benefits, as Maria was not provided with salary because according to her employer, the educational support is already her wage. However, as declared in Republic Act 10361, the educational support of the child domestic workers should be excluded in the monthly salary given to her. This situation underscores the need for comprehensive policies and interventions aimed at safeguarding the rights and improving the conditions of live-in Batang Kasambahays, including measures to ensure fair wages, access to education and healthcare, and protection from exploitation and abuse. Meanwhile, the three (3) Batang Kasambahays namely, Mario, Tanya and Tonio were provided with appropriate salaries based on the minimum wage rate in the region. They received Php5,000, Php2,500 and Php5,000, respectively. Furthermore, the employers of Tanya and Tonio provided them with yearly bonus and would be enrolled in SSS and Philhealth as soon as they reach 18 years old.

They all expressed that their difficulties and challenges were performing tasks which were inappropriate for their physical build and being away from their families. Mario and Tonio also discussed the traumatic experience they had at the hands of their violent employers. Nevertheless, they managed to overcome all of the hardships. All of them shared that even though their work was exhausting, they would reap the rewards of their labor in the future. They all expressed a desire to complete their education in order to pursue careers as teachers, flight attendant, or civil engineer. They inspired other children who might be in a similar situation to persevere and never give up on their life goals because God is present at all times.

Efforts to address the challenges facing live-in Batang Kasambahays must be prioritized to address their holistic well-being and empowerment. This necessitates a multi-faceted approach that involves collaboration between government agencies, civil society organizations, employers, and communities. Key strategies may include the enforcement of labor standards to guarantee fair wages and decent working conditions, the provision of access to education and skills training opportunities to break the cycle of poverty, and the implementation of social protection programs to ensure their health and welfare. Moreover, raising awareness about the rights and vulnerabilities of Batang Kasambahays and promoting alternative care arrangements that prioritize their development and protection are essential steps towards creating a more equitable and supportive environment for these vulnerable children.

Insights and Implications

The study entitled "The Invisible Workers: The Untold Stories of Batang Kasambahays" was used to show the present circumstance of Child Domestic Workers (CDWs) as "invisible workers" since they operate primarily unseen and hidden from public view. This invisibility can be literal and metaphorical because these children work behind closed doors in private homes, away from the public eye and their families. Additionally, their stories and struggles might be overlooked or ignored by society. Furthermore, the "untold stories" imply that there are narratives and experiences that have not been widely shared or acknowledged. These untold stories may involve instances of exploitation, abuse, and challenges faced by child domestic workers who have been marginalized or neglected in mainstream discourse. Hence, nobody can protect them since they are inside the closed doors.

The participants' shared stories in this study are narratives of their past and present experiences as Batang Kasambahays. They seem "invisible workers" because they are not publicly known and monitored. Mario and Tonio verbalized their unfortunate experience from their previous employers who asked to do tasks more than their physical capacity, worked for more than eight (8) hours a day, and lacked sleep. Furthermore, Tonio was served spoiled food, stayed in a dog's cage, and was treated like a prisoner, for he was not allowed to leave the house. They were not protected nor defended in the miserable situation they had undergone. It was also traumatizing on their part to experience such treatment. In the case of Maria, her tasks were not appropriate for her physical capacity; she worked more than 8 hours a day and was not given the agreed salary. However, her employer was good to her and provided her with a proper sleeping place.

In Tanya's case, although she verbalized that she could manage her tasks, she should still be given light work. Of all the Batang Kasambahays, Tanya had a good employer who treated her well from the start of being a Kasambahay, unlike the three other cases. Nevertheless, the dire situation she experienced with her brother-in-law was traumatizing and posed a danger as a teenager.

The four Batang Kasambahays should be enjoying their childhood years, but they opted to work to support their education and family. Consequently, Tonio experienced that his previous employer deprived him of his educational needs, unlike Maria, Mario, and Tanya. The latter chose to stop schooling for a year because of family concerns, but her employer still encouraged her to continue her studies. The maltreatment from their previous employers made them experience physical, verbal, psychological, and economic abuse.

From the stories presented, it is evident that there is a pressing need for stricter implementation and enforcement of laws regarding child labor. Despite the existence of laws that prohibit child labor, it is evident that cases like those of Maria and others still occur. The stories shared reflect a gap in the system and a lack of commitment from both the government and society at large to protect the rights of these children.

Another insight is the power dynamics that contributed to the cycle of abuse and exploitation. The Batang Kasambahays are often from impoverished backgrounds and may lack access to education and opportunities. This vulnerability is exploited by employers who take advantage of their desperate circumstances. The stories highlight the urgent need for social and economic reforms that address the root cause of this system of exploitation and provide avenues for these children to escape their circumstances.

Furthermore, the stories underscore the importance of empathy and compassion towards these invisible workers. Often, these children are treated as objects rather than human beings with rights. As a society, we must change our perception of domestic workers and recognize their dignity and worth. Treating them respectfully and providing them with a safe and supportive environment is crucial for their well-being.

The stories challenge us to examine our roles and responsibilities as individuals in society. It prompts us to question whether we are unwittingly supporting this system of exploitation by employing Kasambahays without adequate safeguards or by disregarding the plight of other vulnerable workers. It reminds us of the importance of speaking up and advocating for change, whether through supporting organizations that fight for the rights of domestic workers or engaging in conversations and raising awareness about this issue.

Implications

This paper has suggested how the findings of this study can be of much importance to the following:

1. **On Child Welfare Programs:** The study sheds light on the plight of Batang Kasambahays, who are often subjected to exploitation and hazardous working conditions. It underscores the need for the protection of their rights and well-being. Hence, the local government unit should strengthen its social programs and services to the said sector to ensure they are protected from abuse and harm.
2. **On Social Welfare Laws and Policies:** The study's findings can contribute to strengthening existing child labor laws and regulations, ensuring their proper implementation and monitoring. It also includes measures to prevent the recruitment of children as domestic workers and provide alternative forms of care and education for them. The research can inform policymakers about the specific challenges faced by Batang Kasambahays, leading to the development of targeted policies and interventions to protect their rights, provide support, and ensure their holistic development.
3. **On Social Work Practice:** Social workers should constantly monitor the Batang Kasambahays to learn about their situation inside private homes. Furthermore, they should also help raise public awareness about the issue of child domestic work, stimulating discussions and advocacy that promote the eradication of child labor, exploitation, and abuse. Meanwhile, other stakeholders can assist in responding to the concerns of the said sector.
4. **On Social Work Education:** The universities and other schools offer Social Worker degree programs by advocating enrollees in the said course so that more Social Workers would be produced to respond to the needs of the children sector. Furthermore, deploying student interns can assist the community in conducting home visits to the registered Batang Kasambahays in the barangay. The students' learnings in school can also help establish a

referral system, provide capacity-building activities, and conduct advocacy campaigns so that the Batang Kasambahays would be aware of the services at the barangay level.

Overall, the implications of this study can contribute to efforts aimed at improving the lives of child domestic workers, addressing issues of exploitation, and advocating for their rights and well-being. This will only be possible with the collaborative efforts of the government and other stakeholders providing programs and services to Batang Kasambahays.

Chapter 4

Summary of Findings, Conclusion, and Recommendations

This study highlighted the narratives of the four (4) Batang Kasambahays in Lapu-Lapu City. Two of them were studying, and the other two stopped their schooling. The case studies provided a picture of Batang Kasambahays.

The four (4) participants disclosed that they had engaged in domestic work due to the family's financial constraints. Maria looked for ways to support her education since her father was advised to rest due to tuberculosis. Mario was forced to work to support his family because his father left them for another woman and never showed up again. Tanya's sister promised to send her to school since their parents could no longer support their educational needs in secondary school. However, due to the attempted sexual advances of her brother-in-law, she opted to transfer to another place to protect herself, and a classmate referred her to an employer. Meanwhile, Tonio explored ways to support his family because his father was imprisoned due to rape. All the participants shared that they had been working as live-in Batang Kasambahay in Lapu-Lapu City for more than a year.

Concerning their working conditions, treatment, compensation, and benefits received, Mario and Tonio verbalized physical, psychological, emotional, and economic abuses from their previous employers. They were assigned tasks inappropriate to their physical capacity and were deprived of eight hours of rest. Both of them expressed that their problematic situation affected them so well. Hence, they took action to get out of their miserable condition. Meanwhile, Maria and Tanya shared that their first employer treated them well, which is why they are still working for them up to the present. They shared that they were provided sufficient food, included in family outings/ gatherings, and a decent room to rest. However, Maria mentioned that she felt tired of all her tasks at home, unlike Tanya, who manageably handled the job assigned. However, both females verbalized that they were fine with their employers.

All participants were optimistic about achieving their aspirations and dreams in life. Maria wants to become a flight attendant; Mario dreams of becoming a civil engineer; and both Tanya and Tonio see themselves becoming a teacher someday. They are all determined to finish their schooling to have a better future. They endured all the difficulties and challenges at work. It made them more robust and better individuals who do not easily surrender in life's trials. They would move forward and continue with life because they say that the Lord is guiding and helping them.

They mentioned that they did not receive any assistance from the government, and they expressed concern for other Batang Kasambahays like them. They recommended that the local government unit conduct registration and monitoring of all Batang Kasambahays, provide educational assistance, facilitate gathering of all Kasambahays in the locality, and create a shelter for abused or at-risk Kasambahays.

Conclusions

The journey into domestic work of the four (4) live-in Batang Kasambahays is a response to pressing economic needs or familial obligations. Driven by a mix of necessity and hope, they enter this realm with cautious optimism, hoping for stability while bracing for potential mistreatment. Their initial expectations are a blend of aspiration and apprehension, reflecting the complex realities of their circumstances.

There were three (3) Batang Kasambahays namely Mario, Tanya, and Tonio who found themselves in households that offered fair treatment, reasonable compensation, and even opportunities for personal and educational growth. Here, they have access to benefits such as healthcare or educational support, fostering a sense of dignity and empowerment. However, with the previous employers of Mario

and Tonio, the reality was starkly different. Enduring harsh conditions, long hours, and even abuse or exploitation, they faced a daily struggle for survival and respect. The treatment they received from their employers or household members spans a wide spectrum, from compassion and support to disrespect and cruelty.

Navigating these divergent experiences poses significant challenges for Batang Kasambahays. They verbalized their struggles - being away from their families especially that they were unaware of what life would bring them outside of their family. They were all vulnerable to exploitation and injustice. Yet, amidst these trials, they cling to dreams of a better tomorrow. These dreams often revolve around education, dignity, and financial stability. Whether it is furthering their education, finding a fulfilling job, or supporting their families, aspirations for a brighter future fuel their resilience. However, realizing these dreams requires more than personal determination; it demands systemic change and robust support from the government and society.

To safeguard the rights and welfare of Batang Kasambahays, comprehensive measures are imperative. These include enforcing labor laws, providing access to education and healthcare, establishing mechanisms for reporting abuse, and offering vocational training and employment opportunities. Moreover, tailored regulations and programs addressing the unique vulnerabilities of Batang Kasambahays must be put in place. Only through concerted efforts can we ensure that these young domestic workers are treated with the dignity, respect, and opportunities they deserve.

These findings underscore the importance of raising awareness about the plight of Batang Kasambahays and advocating for their rights. By standing up for these children and implementing measures to improve their living and working conditions, we can create a safer and more just society for all.

Recommendations

Based on this Batang Kasambahay research study, the following recommendations are advanced:

1. For the Batang Kasambahays of Lapu-Lapu City.

- They need to share their stories to inspire others with similar circumstances and not easily give up on the challenges, but they need to speak up to be able to address their concerns.
- Encourage other Batang Kasambahays to continue their education by enrolling in formal school or other alternative learning programs of the government even if they are working.
- To advocate for their rights and protection against exploitation and abuse by involving in school or community activities to hear their sentiments and concerns.
- Become a peer counselor to other Batang Kasambahays for them to serve as the support system to other their mental, emotional and psychological well-being.

2. For the Department of Labor and Employment (DOLE).

- Encourage companies and employers to promote ethical sourcing and adopt responsible hiring practices. Companies should be encouraged to establish internal policies that prohibit employing child domestic workers and actively support the eradication of this practice.
- Implement and enforce policies and laws that protect the rights of children working as Kasambahays.
- Provide support and assistance programs for children in vulnerable situations.
- Collaborate with other stakeholders to promote the welfare of Batang Kasambahays.

3. For the Department of Social Welfare and Development (DSWD).

- Launch campaigns to raise public awareness on the issue of child domestic labor, its impact on children, and the responsibility of society to protect their rights. It can involve media campaigns, public forums, and community engagements.
- Develop a system to regularly monitor the well-being and working conditions of child domestic workers. It can involve regular visits by social workers and other relevant authorities to ensure their safety, health, and overall development.
- Create programs that provide alternative forms of support for families who rely on child domestic labor. It can include educational scholarships, vocational training, or income-

- generating opportunities for parents so they are not compelled to send their children to work.
- Provide technical assistance to the local government unit in addressing the concerns of the child laborers to ensure that their rights are addressed and protected.
- 4. For Direct Workers/ Service Providers.**
- Provide programs and services that address the concerns of the Batang Kasambahays so that they are protected from possible abuses.
 - Create a support system that would listen to their sentiments.
- 5. For Employers of Batang Kasambahays of Lapu-Lapu City.**
- Ensure that children working in their households are treated with respect and allowed to attend school.
 - Provide a safe and conducive environment for children to work and study.
 - Offer flexible working hours that allow children to balance their work and education.
- 6. Local Government Unit Social Welfare and Development Office.**
- Create programs that provide alternative forms of support for families who rely on child domestic labor. It can include educational scholarships, vocational training, or income-generating opportunities for parents so they are not compelled to send their children to work.
 - Ensure that child domestic workers have access to quality education by promoting school enrollment and offering financial assistance if required. Efforts should be made to tailor educational programs to meet the specific needs of child domestic workers.
 - Implement policies that provide child domestic workers with access to social services such as mental health support, counseling, and rehabilitation programs. These services can help them recover from any abuse or trauma they may have experienced during their time as domestic workers.
 - Monitor and regulate households that employ child workers to ensure compliance with labor laws and child protection policies.
- 7. Researchers on Issues Concerning Batang Kasambahays**
- To conduct further study on the Batang Kasambahays in the Philippines to know their situation so that the raised issues and concerns will immediately be addressed to avoid increasing the number exploited working children.

These recommendations aim to address the issue of child domestic labor, protect the rights and well-being of child domestic workers, and create an environment where they can access education, support, and opportunities for their overall development.

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APPENDIX A

INFORMED CONSENT FORM

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Consent to take part in the study

Purpose of the study:

You are being asked to take part in a research study. Before you decide to participate in this study, it is important that you understand why the research is being done and what it will involve. Please read the following information carefully. Please ask the researcher if there is anything that is not clear or if you need more information.

The purpose of this study is to explore the experiences and challenges of Batang Kasambahays and know how their rights are being addressed through the implementation of social services by the local government unit. The results of the study may provide inputs to the City Social Welfare Development Office of Lapu-Lapu City to come up with programs and services which will be beneficial to Batang Kasambahays and their employer, as well as to other agencies and professionals who assist the Batang Kasambahays.

I, (name of participant), age (current age), was given the information about the purpose and conduct of the study on (date of contact with the researcher). I was able to ask for clarifications and were given answers satisfactorily.

I have been aware that the study was conducted through the graduate school of the University of Southern Philippines (USPF), Master of Science in Social Work. I agree that the researcher will have access to my personal.

I fully understand that my participation to the study is voluntary and I am free to withdraw anytime. I understand that I will be giving my personal information that will be used in the study and the same data shall be used in subsequent sharing of the study in reports and presentations.]

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[illegible][illegible][illegible]

Investment's Consent Information

If you have any questions or concerns about the research, please feel free to contact the researcher at the CTRF Office of the Research Office I provide the e-mail that was in my phone number if you need to contact them. They can be located at the University of Toronto, Mississauga, Hamilton with contact number (905) 454-4777, ext. 3130.

Invested Rodriguez, MD, LFC, MD
info@investedresearch.com
Invested Rodriguez

For questions about the present and informed consent and any other ethical concerns regarding the research, please contact the CTRF Institutional Review Board with the contact information below.

Faye Cohen Research Nurse, MS, PhD
faye@invested.com
Invested Rodriguez
CTRIF Research Ethics Committee

Research Participant's Consent

I have read the information provided above, I have been given a chance to ask questions. My questions have been answered to my satisfaction, and I agree to participate in this study. I have been given a copy of this form. I am returning this consent to you and the Researcher participant without penalty.

Invested Rodriguez Invested Rodriguez
RESEARCHER AND/OR
RESEARCHER NAME OR TITLE (PRINT)

Invested Rodriguez
RESEARCHER NAME OR TITLE (PRINT)

As required by the Researcher Obtaining Consent

I have explained the research to the participant and obtained their consent. I believe that I have explained the information described in this document and that the participant is participating.

Invested Rodriguez Invested Rodriguez
RESEARCHER AND/OR
RESEARCHER NAME OR TITLE (PRINT)

Invested Rodriguez
RESEARCHER NAME OR TITLE (PRINT)

Invested by Researcher(s): Invested Rodriguez
RESEARCHER NAME OR TITLE (PRINT)

Date Filed: Jan 12, 2012

CTRIF

CONFIDENTIAL INFORMATION PROVIDED TO YOU BY CTRIF

UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION
Office of the Research Ethics Committee
Salinas Drive, Lungsod, Cebu City, 6000 Philippines • Tel No. (032) 434-8775 Email: orec@usp.edu.ph

“Do not ask for collection of respondents in research during government lockdown or quarantine”

INFORMED ASSENT FORM FOR HIGHER PARTICIPANTS

Title of the study:
The Invisible Workmen: The Unpaid Workers of Housing Knowledge

Name of the Researchers:
1. Joseph Rodolfo Aquino
Others: _____

Name of the Institution (where the researchers are affiliated):
Department of Social Welfare and Development

Introduction:
We are inviting you to participate in a research study about the Invisible Workmen: The Unpaid Workers of Housing Knowledge which shall take place in Lungsod City. This form will tell you about the study to help you decide whether you want to take part in it. Your participation is completely voluntary. Please read the information below, and ask questions about anything you do not understand, before deciding whether to participate. Please also ask about this at the time of your consent form.

If you decide to participate, you will be asked to sign this form and to provide a photo.

Why is this study being done?
The purpose of the study is to explore the experiences and challenges of Housing Knowledge workers and how they have adapted to the challenges brought by the implementation of social security by the local government unit. The results of the study may provide inputs to the City Social Welfare Development Office of Lungsod City, in order to help improve the services and support that will be provided to Housing Knowledge workers and their families, as well as to other service and professionals who work in Housing Knowledge. If you choose to participate, you will be asked to share your experiences and challenges as Housing Knowledge workers and how you have adapted to the challenges brought by the implementation of social security by the local government unit. This will take approximately a 1-hour. You will be asked to share this information about your experiences and challenges. The direct benefits of your participation are the Housing Knowledge workers will be provided with programs and services so that their rights will be protected.

U S P F O U N D A T I O N
UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION

Study Procedures:
Should you decide to allow yourself to participate in this research study, you will be asked to sign this informed consent form once all your questions have been answered to your satisfaction. This study consists of a Case Study Report that will be administered by the research participants in Lungsod City. You will be asked to provide answers to a series of questions related to the experience and challenges of Housing Knowledge workers so that the government could address the concerns. Furthermore, the discussion will be made recorded to ensure that the input information will be captured.

☒ Yes, I'm okay for me to be recorded.
☐ No, I'm not okay for me to be recorded.

Participation in this study will require 4 hours of your time. However, if there is a need to follow-up, the researcher will have another schedule with you.

Potential Risks and Discomforts:
You may feel discomfort during the use because of some sensitive nature of the topic being studied. You may not feel to answer questions that make you feel any psychological or emotional distress, or you may withdraw as a participant of the study if you feel that you cannot discuss the information that is asked from you. The researchers value your participation and will place your welfare as their highest priority during the study.

Potential Benefits to the Participants and to Society:
This study may generate relevant information which can be useful to the local government unit and other stakeholders working for Housing Knowledge through research and reporting, increased capacity and knowledge among the Housing Knowledge workers so that their rights will be protected and addressed.

Confidentiality:
You will have your records for this study confidential as far as permitted by law. Any identifiable information obtained in connection with this study will remain confidential, except, if necessary, to protect your privacy, rights and welfare. This certificate ensures that the information can meet the release of information about your participation in people who are not involved with the study. When the results of the research are published in documents, publications, no identifiable information will be used.

Participation and Withdrawal:
Your participation is voluntary. You refuse to participate will not involve penalty or loss of benefits in which you are entitled to. You may withdraw your consent at any time and discontinue participation without penalty. You will not receive any benefits, rights or incentives because of your participation in this research study.

U S P F O U N D A T I O N
UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION

Researcher's Contact Information:
If you have any questions or concerns about the research, please feel free to contact the researcher in the U.S.P.F. Office of the Research Ethics Committee through their email or telephone number if you need to ask them, they can be located at the University of Southern Philippines Foundation with contact number (032) 434-8775 Lungsod, Cebu City.

Joseph Rodolfo Aquino, BSW, LPT, DPA
jrodrifo@usp.edu.ph
09180770006

For questions about the nature and spiritual content and any other ethical concerns regarding this research, please contact the U.S.P.F. Institutional Compliance with the ethics implementation below.

Faye Colina Banderas, MS, PhD
faye@usp.edu.ph
Director of Research
USPF Research Ethics Committee

Research Participant's Consent:
I have read the information provided above. I have been given a chance to ask questions. My questions have been answered to my satisfaction, and I agree to participate in this study. I have been given a copy of this form. I can withdraw my consent at any time and discontinue participation without penalty.

Joseph Rodolfo Aquino Jan 19 2024
RESEARCHER AND
IDENTIFICATION PARTICIPANT DATE SIGNED

To be accomplished by the Researcher (Checking Consent):
I have explained the research to the participant and answered all further questions. I believe that the participant has understood the information described in this document and freely consents to participate.

Joseph Rodolfo Aquino Jan 19 2024
Signature of Researcher Date Signed

Endorsed by Recommended by: Lolly Chirio Maglio

U S P F O U N D A T I O N
UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION

UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION
Office of the Research Ethics Committee
Luzon Office, Labang, Cebu City, 6000 Philippines • Tel Nos. (037) 434-8773 Email: research@usp-fp

"The right and the obligation of researchers in research involving human subjects to be transparent"

INFORMED ASSENT FORM FOR HIGHER PARTICIPANTS

Title of the study:
The Invisible Woman: The Unheard Stories of Working Knowledge

Name of the Researcher:
1. Imaneth Roldan-Aguino

Others: _____

Name of the Institution where the researcher is an affiliate:
Department of Social Welfare and Development

Introduction

We are inviting you to participate in a research study about The Invisible Woman: The Unheard Stories of Working Knowledge which shall take place at Luzon-Labang City. This form will tell you about the study to help you decide whether you want to take part in it. Your participation is completely voluntary. Please read the information below, and ask questions about anything you do not understand, before deciding whether to participate. Please take as much time as you need to read this consent form.

If you decide to participate, you will be asked to sign this form and be given a copy.

Why is this study being done?

The purpose of the study is to explore on the experiences and challenges of Working Knowledge and learn how their rights are being addressed through the implementation of social services by the local government unit. The results of the study may provide inputs to the City Social Welfare Development (CSWD) of Labang, Luzon City in order to develop programs and services which will be beneficial to Working Knowledge and their families, as well as to other agencies and professionals who are of the Working Knowledge. If you choose to participate, you will be asked to share your experiences and challenges as Working Knowledge on your available time within December 2023 to your subject or employer's schedule. This will also serve as a basis to know the rights of Working Knowledge that this research includes sharing similar or different that might trigger various concerns. We assure that information shared will be kept confidential. The direct benefits of your participation are the Working Knowledge who will be provided with programs and services so that their rights will be protected.

Page 1 of 4 UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION

Study Procedures

Should you decide to allow yourself to participate in this research study, you will be asked to sign this informed consent form once all your questions have been answered to your satisfaction. This study consists of a Case Study Report that will be submitted by the research participant in Labang-Luzon City. You will be asked to provide answers in a series of questions related to the experiences and challenges of Working Knowledge so that the participants could address the concerns. If participating, the discussion will be audio recorded to ensure that the exact information will be captured.

☐ Yes, I'm doing this to be interviewed.
☐ Yes, I'm participating to be interviewed.

Participating in this study will require 4 hours of your time. However, if there is a need to follow up, the researcher will have another schedule with you.

Researcher's Role and Responsibilities

You may find researchers during the interview of your experience during the topic being studied. You may not feel in control of the questions that you are asked during the interview. However, you will be asked to provide information that you feel comfortable with. The researchers value your participation and will give you the right to stop the interview at any time.

Potential Benefits to the Participants and to Society

This study can provide relevant information which can be used by the local government unit and other stakeholders, including the Working Knowledge through research and reporting, increased capacity and knowledge among the Working Knowledge and the local government unit to protect and address.

Confidentiality

We will keep your records for this study confidential as far as possible to keep any identifiable information confidential. However, we cannot guarantee that the information you provide the identity of your group, rights, and other information will be kept confidential. When the results of the research are published or otherwise disseminated, no identifiable information will be used.

Participation and Withdrawal

Your participation is voluntary. Your refusal to participate will not involve penalty or loss of benefits to which you are otherwise entitled. You may withdraw your consent at any time and discontinue participation without penalty. You can also make any legal claims, rights or remedies because of your participation in this research study.

Page 2 of 4 UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION

Investigator's Contact Information

If you have any questions or concerns about the research, please feel free to contact the researcher or the Chair, they can be located at the University of Southern Philippines Foundation with contact number (037) 434-8773 Labang, Cebu City.

Imaneth Roldan-Aguino, BSW, LPT, OPA
research@usp-fp.com
09186776028

For questions about the content and informed consent and any other ethical concerns regarding the research, please contact the USPFF Institutional Chairperson with the contact information below.

Page Colonel Rosalinda Noyan, MEd, PhD
research@usp-fp.com
Institutional Chairperson
USPFF Research Ethics Committee

Research Participant's Consent

I have read the information provided above, I have been given a chance to ask questions. My questions have been answered to my satisfaction, and I agree to participate in this study. I have been given a copy of this form. I can withdraw my consent at any time and discontinue participation without penalty.

Imaneth Roldan-Aguino Jan 14 2024
SIGNATURE AND DATE
PRINTED NAME OF PARTICIPANT DATE SIGNED

To be accomplished by the Researcher Obtaining Consent

I have explained the research to the participant and answered all his/her questions. I believe that he/she understands the information described in this document and freely consents to participate.

Imaneth R. Aguiño Jan 14 2024
Name of Person Obtaining Consent Date Signed

Endorsed by/Recommended by: Leah A. Llanusa
Research Adviser/Mentor

Date Filed: Jan 14 2024

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APPENDIX C

PARENT/GUARDIAN INFORMED CONSENT

UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION
Office of the Research Ethics Committee
Salinas Street, Lungsod, Cebu City, 6000 Philippines • Tel. No.: (0377) 535-8773 Email: research@usp.edu.ph

PARENT/GUARDIAN INFORMED CONSENT

Title of the study:
The Invisible Workers: The Unpaid Stories of Baking Kakanibayans

Name of the Researcher:
1. Jheneth Robles-Aguino

Others: _____

Name of the Institution (where the research is an affiliate):
Department of Social Welfare and Development

Introduction:
We are very glad that you have decided to participate in this study. Your participation is very important to us. Please take as much time as you need to read and understand the information provided in this document. If you have any questions, please ask them. If you decide to consent to your child's participation in this study, you will be asked to sign this form and will be given a copy.

Purpose of the Study:
The purpose of this study is to explore the experiences and challenges of Baking Kakanibayans and how their rights are being addressed through the implementation of social services by the local government. The results of this study may provide inputs to the City Social Welfare Development (CSWD) Office. CSWD can come up with programs and services which will be beneficial to Baking Kakanibayans. If you have any questions, please ask them. If you decide to consent to your child's participation in this study, you will be asked to sign this form and will be given a copy.

Study Procedures:
Should you decide to allow your child to participate in this research study, you will be asked to sign the written form that will be submitted to the research participants to sign approval. You will be asked to provide answers to a series of questions related to the experience and challenges of Baking Kakanibayans so that the government could address the concerns. Furthermore, the researcher will be authorized to access the data and information that will be required.

Participation and Withdrawal:
Your participation in this study is voluntary. You are not required to participate in this study. You may withdraw your consent at any time without any penalty or loss of benefits for withdrawal. Your participation is voluntary. You are not required to participate in this study. You may withdraw your consent at any time without any penalty or loss of benefits for withdrawal. Your participation is voluntary. You are not required to participate in this study. You may withdraw your consent at any time without any penalty or loss of benefits for withdrawal.

Confidentiality:
We will keep the results of this study confidential as far as possible. Any identifiable information obtained in connection with this study will remain confidential, except if necessary, to protect your child's safety, rights, and welfare. This will include steps that the researcher will take to ensure the safety of information about your child's participation in this study. When the results of the research are published or presented in publications, no identifiable information will be used.

Investigator's Consent Information:
If you have any questions or concerns about the research, please feel free to contact the researcher or the CSWD Office of the Research Ethics Committee through face-to-face or telephone number if you need to see them. They can be located at the University of Southern Philippines Foundation with contact number (0377) 41-68 773 Lungsod, Cebu City.

Jheneth Robles-Aguino, RSW, LPT, 2024
jhenethroblesaguino@gmail.com
09086770024

For questions about the consent and informed consent and any other ethical concerns regarding this research, please contact the CSWD Institutional Chairperson with the contact information below.

Faye Colson Rosales Reyes, MSW, LSW
faye.colson@usp.edu.ph
Institutional Chairperson
USPF Research Ethics Committee

Guardian's Consent:
I have read the information provided above. I have been given a chance to ask questions. My questions have been answered to my satisfaction, and I agree to have my child participate in this study. I have been given a copy of this form. I can withdraw my consent for my child's participation at any time and discontinue participation without penalty.

To be accomplished by the Researcher (Mandatory Consent):
I have explained the research to the participant and answered all her/his questions. I believe that he/she understands the information described in this document and freely consents to participate.

Name of Parent/Guardian/Consent: _____
Date Signed: Jan 19, 2024

Endorsed by/Not recommended by: _____
Research Advisor/Officer

Date Filed: Jan 19, 2024

UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION

Study Procedures

Should you decide to allow your child to participate in this research study, you will be asked to sign the consent form and all your questions have been answered to your satisfaction. This study consists of a one-day survey that will be administered by the research participants in a safe and secure manner. You will be asked to provide answers to a series of questions related to the experience and challenges of being a Kapatagan. We do that the government will address the concerns. Furthermore, the disclosure will be made according to what the most information will be required.

☐	Yes, it is important to be involved
☐	No, it is not important to be involved

Participants in this study will require 4 hours of your time. However, if there is a need for follow-up, the researcher will have another schedule with you child.

Potential Risks and Discomforts

Your child(ren) may feel discomfort during the testing because of the sensitive nature of the topic being studied. The researcher may ask you to answer questions which make you feel sad or uncomfortable or personal. The government will address the concerns. Furthermore, the disclosure will be made according to what the most information will be required. The researcher will have another schedule with you child.

Potential Benefits to the Participants and to Society

This study can generate valuable information which can be used by the local government and other stakeholders regarding the Kapatagan. Through research and learning, increased awareness and knowledge among the Kapatagan will be developed so that they will be able to improve themselves.

Confidentiality

This will keep the results for this study confidential as far as possible to the law. Any identification information obtained in connection with this study will remain confidential, except, if necessary, to protect your child(ren)'s privacy, rights, and/or welfare. This assurance means that the researcher can only use the names of information from your child(ren) participation in people who are not connected with the study. When the results of the research are published or discussed in conferences, no confidential information will be used.

Participation and Withdrawal

Your participation is voluntary. Your child to participate will be asked to sign a form of consent to participate in this study. You will be asked to sign a form of consent to participate in this study. You will be asked to sign a form of consent to participate in this study. You will be asked to sign a form of consent to participate in this study.

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UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION

Investigator's Contact Information

If you have any questions or comments about the research, please feel free to contact the researcher at the USFV Office of the Research Ethics Committee through their email or telephone number. If you need to see them, they can be located at the University of Southern Philippines Foundation with contact number (031) 41-81 773 Labag, Cebu City.

Research Ethics Approval, ERM, LPT, DPA
usfv@usfv.edu.ph
1018070028

For questions about the access and informed consent and any other ethical concerns regarding the research, please consult the USFV Institutional Compliance with the contact information below.

Free-Choice Review Board, Not Applicable
usfv@usfv.edu.ph
usfv@usfv.edu.ph
USFV Research Ethics Committee

Guardian's Consent

I have read the information provided above. I have been given a chance to ask questions. My questions have been answered to my satisfaction, and I agree to have my child/child participate in this study. I have been given a copy of this form. I can withdraw my consent for my child/child at any time and without punishment without penalty.

Michael A. Rodriguez 2019-09-09/08
SIGNATURE AMMY AND DATE SIGNED
PRINTED NAME OF THE GUARDIAN

To be accomplished by the Researcher (Researcher's Consent)

I have explained the research to the participant and answered all further questions. I believe that he/she understands the information described in this document and freely consents to participate.

Michael A. Rodriguez 2019-09-09/08
Name of Researcher (Researcher's Consent) DATE SIGNED

Endorsed by Recommended by: Michael A. Rodriguez
Research Advisor/Mentor

Date Filed: 2019-09-09

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UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION

UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION
Office of the Research Ethics Committee
Salinas Street, Lungsod, Cebu, 6000 Philippines • Tel No.: (037) 501-9771 email: oec@usp.edu.ph

PARENT/GUARDIAN INFORMED CONSENT

Title of the study:
The Invisible Workers: The Unpaid Service of Baking Kiosksellers

Name of the Researchers:
1. Joseph Robles-Aguilar

Others: _____

Name of the Institution (where the research is an activity):
Department of Social Welfare and Development

Institution:
[Redacted]

Where meeting your consented child/parent as a research study:
The Invisible Workers: The Unpaid Service of Baking Kiosksellers. The purpose of the study is to provide insights into the experiences, challenges, and needs of Baking Kiosksellers and their families. Your consented child/parent is invited to participate in the study. Please take as much time as you need to read this consent form.

If you decide to consent to your consented child/parent's participation in the study, you will be asked to sign this form and will be given a copy.

Purpose of the Study
The purpose of the study is to explore the experiences and challenges of Baking Kiosksellers and how their rights are being addressed through the implementation of social services by the local government unit. The results of the study may provide insights to the Local Social Welfare Department (LSWD) and Local City to come up with programs and services which will be beneficial to Baking Kiosksellers and their families, as well as to other agencies and professionals who serve the Baking Kiosksellers. If you, your consented child/parent, are asked to share your experiences and challenges in Baking Kioskselling as your consented child/parent, you will be asked to share your experiences and challenges. The study will also provide insights into the experiences and challenges of Baking Kiosksellers and their families. The study will also provide insights into the experiences and challenges of Baking Kiosksellers and their families. The study will also provide insights into the experiences and challenges of Baking Kiosksellers and their families.

617-12-0 UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION

Study Procedures
Should you decide to allow your child to participate in this research study, you will be asked to sign this consent form. All your questions have been answered by your consented child. The study consists of a Case Study. Before that will be administered by the research participants in Lungsod, Cebu. You will be asked to provide answers to a series of questions related to the experiences and challenges of Baking Kiosksellers and how their rights are being addressed. Furthermore, the documents will be made available to ensure that the most information will be captured.

☐ Yes, it's okay for me to be included.
☒ No, it's not okay for me to be included.

Participation in this study will require a share of your time. However, if there is a need for follow-up, the researcher will have another schedule with your child.

Potential Risks and Discomforts
Your consented child may feel discomfort during the testing because of the sensitive nature of the topic being studied. There may also be some questions which make him/her feel any psychological or emotional distress or he/she may withdraw as a participant of the study. If he/she feels that he/she cannot discuss the information that is asked from him/her. The researchers value your consented child's participation and will protect their welfare as their highest priority during the study.

Potential Benefits to the Participants and/or Society
This study will generate relevant information which can be useful to the local government unit and other stakeholders serving the Baking Kiosksellers through research and improving, increasing capacity and knowledge among the Baking Kiosksellers so that their rights will be protected and addressed.

Confidentiality
We will keep the research for this study confidential as far as permitted by law. Any identifiable information obtained in connection with this study will remain confidential, except, if necessary, to protect your consented child's privacy, rights, and/or welfare. This includes means that the researcher can limit the release of information about your consented child's participation to people who are not connected with the study. When the results of the research are published or discussed in conferences, no identifiable information will be used.

Participation and Withdrawal
Your participation is voluntary. Your refusal to participate will not involve penalty or loss of benefits to which you are otherwise entitled. You can withdraw your consent at any time and discontinue participation without penalty. You are not involving any legal claims, rights or remedies because of your participation in the research study.

23 P a g e UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION

Investigator's Contact Information
If you have any questions or concerns about the research, please feel free to contact the researcher or the LSWD Office of the Research Ethics Committee through their email or telephone number if you need to see them, they can be located at the University of Southern Philippines Foundation with contact number (037) 501-9771 Lungsod, Cebu City.

Joseph Robles-Aguilar, BSW, LPT, DPA
jrobles@usp.edu.ph
99180078028

For questions about the content and informed consent and any other ethical concerns regarding this research, please contact the LSWD Institutional Compliance with the contact information below:

Faye Colson-Basales Reyes, MA, Awh
fcolson@usp.edu.ph
Institutional Compliance
LSWD Research Ethics Committee

Guardian's Consent
I have read the information provided above. I have been given a chance to ask questions. My questions have been answered to my satisfaction, and I agree to have my consented child/parent participate in this study. I have been given a copy of this form. I can withdraw my consent for my consented child/parent at any time and discontinue participation without penalty.

Signature of Guardian Signature of Researcher
SIGNATURE ABOVE AND
PRINTED NAME OF THE GUARDIAN DATE SIGNED

To be accomplished by the Researcher Obtaining Consent
I have explained the research to the participant and answered all his/her questions. I believe that he/she understands the information described in this document and freely consent to participate.

Signature of Researcher Date Signed
Signature of Researcher Date Signed

Endorsed by/Recommended by: Lucy Camille Magaña
Research Advisor/Mentor

Date Filed: Jan 17, 2024

617-12-0 UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION



UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION
Office of the Research Ethics Committee

Salcedo Street, Lungsod, Cebu City, 6000 Philippines • Tel. No. (0322) 335-8773 Email: research@usp.edu.ph



* Do not use for collection of biostatistics or research involving genotypic/phenotypic analysis or experimentation *

PARENT/GUARDIAN INFORMED CONSENT

Title of the study:

The (youth) Workers: The Unsettled Stories of Working Kapositanians

Name of the Researcher:
1. **Joseph Polio-Angelo**

Others: _____

Name of the Institution (where the researcher is affiliated):

Department of Social Welfare and Development

Institution:

When signing your consent, you are stating that you are a parent/guardian of the youth child named here and you are providing an overview of the study to help your child decide if they want to participate. Your child's participation is completely voluntary. Please read the information below, and ask questions about anything you do not understand before deciding whether you allow your child to participate. Please take at least one or two days to read this consent form.

If you decide to consent to your child/child's participation in the study, you will be asked to sign this form and will be given a copy.

Purpose of the Study

The purpose of the study is to explore the experiences and challenges of Working Kapositanians and how they have rights are being addressed through the representation of youth workers by the local government unit. The results of the study may provide inputs to the City Social Welfare Development Office (CSWDO) of Lungsod City to come up with programs and services which will be beneficial to Working Kapositanians and their treatment, in addition to other agencies and professionals who work for Working Kapositanians. If you consent to participate, you will be asked to share your experiences and challenges as Working Kapositanians about six months before December 2023 to your school or employer's institution. This will also be your chance to voice your concerns. Rights or discomforts from this research include sharing information that potentially affects a person, rights or discomforts from this research include sharing information that potentially affects a person, rights or discomforts from this research include sharing information that potentially affects a person. However, your personal data information should not be kept forever. The final benefits of your participation are the Working Kapositanians who will be given a full program and services that their rights will be protected.

Study Procedures

Should you decide to allow your child to participate in this research study, you will be asked to sign this consent form once all your questions have been answered to your satisfaction. This study consists of a Case-control study. Cases that will be interviewed by the research participants in Lapulapu City. You will be asked to provide answers to a series of questions related to the experiences and challenges of Bangko Kambayari as well as the government could address the economy. Furthermore, the discussion will be audio recorded so that the most information will be captured.

	Yes, I'll allow my child to be recruited
	No, I'll not allow my child to be recruited

Participants in this study will receive a letter of your name. However, if there is a need for follow up, the researcher will have another interview with your child.

Potential Risks and Benefits

Your child should take that researcher during the interview because of the sensitive nature of the topic being studied. There may not be a secure questions which make her feel that any psychological or emotional distress or feeling on participate as a participant of the study if feeling safe that he/she cannot discuss the information that is asked from him/her. The researcher value your child's participation and will place further welfare as his highest priority during his study.

Potential Benefit to the Participant and to Society

This study can generate relevant information which can be useful to the local government and other stakeholders working for Bangko Kambayari through research and learning, increase security and knowledge among the Bangko Kambayari so that their rights will be protected and addressed.

Confidentiality

We will keep the results for this study confidential to the as permitted by law. Any identifiable information collected in connection with this study will remain confidential, except, if necessary, to protect lives should identify, rights, and/or welfare. This certificate states that the researcher has stated the release of information about your child's participation to people who are not connected with the study. When the results of the research are published or discussed in conferences, no identifiable information will be used.

Participation and Withdrawal

Your participation is voluntary. Your refusal to participate will not involve penalty or loss of benefits to which you are otherwise entitled. You may withdraw your consent at any time and discontinue participation without penalty. You are not receiving any legal rights, rights or benefits because of your participation in this research study.

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UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION

Participant's Contact Information

If you have any questions or comments about the research, please feel free to contact the researcher at the LGBT Office of the Research Ethics Committee through their usual workplace location. If you need to see the doctor, they will be located at the University of Toronto, Rotman Foundation Building with contact number (416) 461-7711 (Lobby, 6th Floor).

Samuel Rodwin-Austin, BSc, LPT, LPA
gslr@utoronto.ca
(416) 778-0028

For questions about the research and informed consent and any other ethical concerns regarding this research, please contact the UTM's Institutional Organization with the contact information below.

Faye Cohen-Rosenbaum, MEd, PhD
416-978-0747 ext. 44
Institutional / Research
UTM's Research Ethics Committee

Researcher Participant's Consent

I have read the information provided above, I have been given a chance to ask questions. My questions have been answered to my satisfaction, and I agree to participate in this study. I have been given a copy of this form. I can withdraw my consent at any time and discontinue participation without penalty.

Samuel Rodwin-Austin Jan 18, 2018
RESEARCHER AND
PRINTED NAME OF PARTICIPANT DATE SIGNED

To be accepted by the Research Ethics Committee:

I have reviewed the research to be performed and approved of the questions. I believe that it meets the requirements of the research ethics committee and that the research is appropriate.

Janet F. O'Neil Jan 21, 2018
Name of Person Approving Consent Date Signed

Reviewed by Researcher(s): Samuel Rodwin-Austin
Research Assistant(s):

Date Filed: Jan 21, 2018

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APPENDIX D

INTERVIEW GUIDE QUESTIONS

Palihog magpaila sa imong kaugalingon. (Please introduce yourself.)

Q1: Nganong nahimo man kang katabang ug unsa man ang imong gilaumang mahitabo sa trabaho?
(How did you become involved in domestic work, and what were your initial expectations or motivations?)

Q2: Pwede ba nimong isaysay/ ihulagway ang imong adlaw-adlaw nga trabaho isip katabang? Unsa mang orasa ka magsugod trabaho ug mahuman? Nagdawat ba ka og sweldo ug mga benepisyo sa trabaho? Ginunsa ka pagtratar sa imong amo og kabanay iniini?

(Can you explain/describe your daily work as a helper? What time do you start and finish work? Do you receive a salary and benefits at work? How did your boss treat you and this relative?)

Q3: Unsay mga hagit o mga kalisod nga imong nasugatan sa imong trabaho isip usaka Batang Kasambahay?

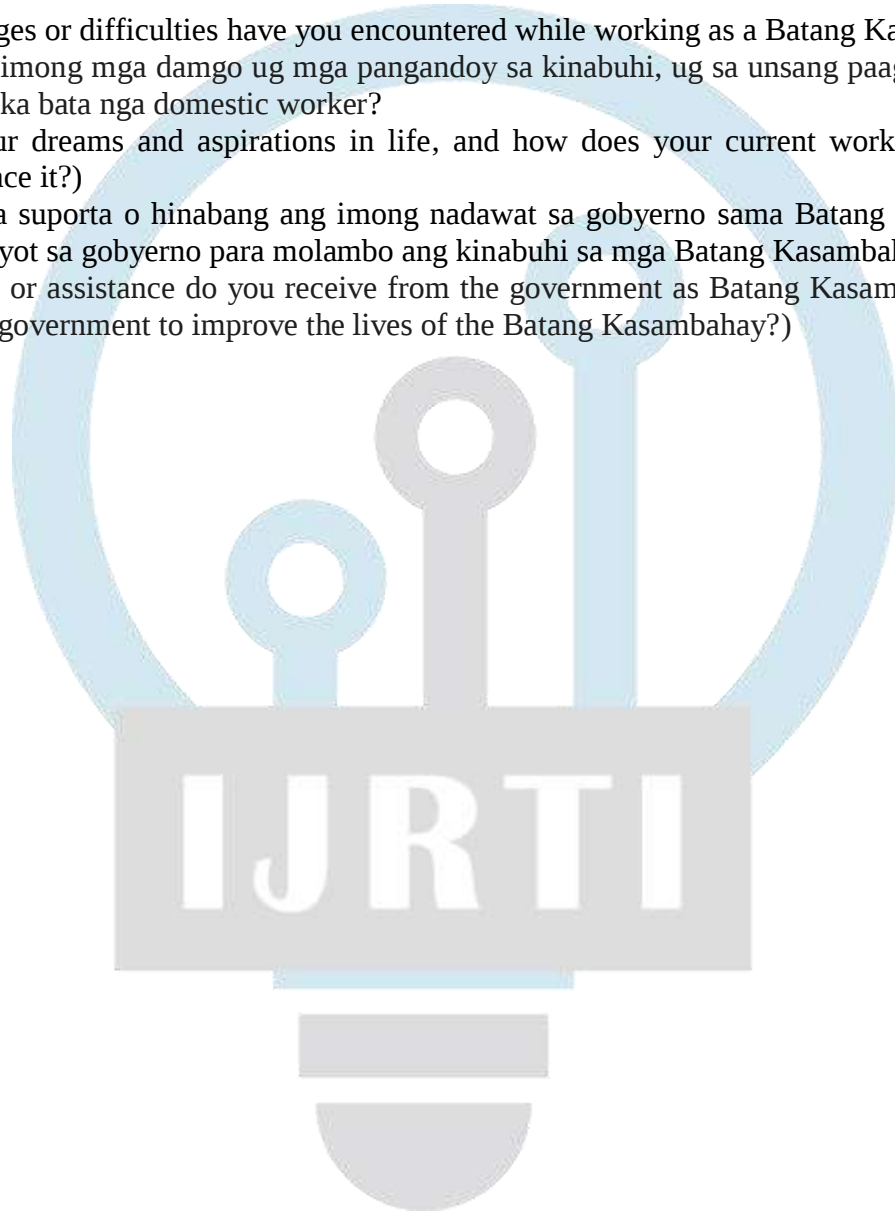
(What challenges or difficulties have you encountered while working as a Batang Kasambahay?)

Q4: Unsa ang imong mga damgo ug mga pangandoy sa kinabuhi, ug sa unsang paagi ang imong trabaho karon isip usa ka bata nga domestic worker?

(What are your dreams and aspirations in life, and how does your current work as a child domestic worker influence it?)

Q5: Unsa nga suporta o hinabang ang imong nadawat sa gobyerno sama Batang Kasambahay? Unsay imong ika-sugyot sa gobyerno para molambo ang kinabuhi sa mga Batang Kasambahay?

(What support or assistance do you receive from the government as Batang Kasambahay? What do you suggest to the government to improve the lives of the Batang Kasambahay?)



APPENDIX E**Transcription****Maria**

Palihog magpaila sa imong kaugalingon. (Please introduce yourself.)

Ako si Maria, 14 anyos, babaye, residente sa Toledo City, Cebu, Philippines. Usa ko ka Grade 9 nga estudyante sa Gun-ob Night High School. Ako ang kamagulangan sa duha ka magsuon. Ang akong amahan nagtrabaho isip mag-uuma aron masuportahan ang matag adlaw nga panginahanglanon sa pamilya samtang ang akong inahan naa sa balay aron atimanon kami. Nagpuyo mi sa usa ka bungalow type nga balay nga hinimo sa kahoy. Kita adunay pipila ka mga electrical appliances sama sa telebisyon, electric fan, radyo, ug refrigerator. Medyo layo ang among balay sa city proper. Kinahanglan kitang magmotersiklo kung moadto kita sa simbahan, city hall o ospital. Mga 20 minutos ang byahe padung didto. Simple ra ang among kinabuhi sa probinsya. Makakaon ta 3 times a day. Gitabangan namo ang among amahan sa umahan panahon sa hinapos sa semana. Mosimba mi kada Domingo kay mao ni ang batasan sa among pamilya.

(I am Maria, 14 years old, female, is a resident of Toledo City, Cebu, Philippines. I am a Grade 9 student in Gun-ob Night High School. I am the eldest among two siblings. My father works as a farmer to support the family's daily needs while my mother stays at home to take care of us. We are staying in a bungalow type house made up of wood. We have few electrical appliances such as television, electric fan, radio, and refrigerator. Our house is quite far from the city proper. We need to ride a motorcycle if we will go to church, city hall or hospital. It is a 20-minute travel. We have a simple life in the province. We can eat 3 times a day. We help our father in the farm during weekends. We always go to church every Sunday as this is the practice of our family.)

Q1: Nganong nahimo man kang katabang ug unsa man ang imong gilaumang mahitabo sa trabaho?

(How did you become involved in domestic work, and what were your initial expectations or motivations?)

Ans 1: Grade 7 ko dihang nasakit ang akong amahan og tuberculosis. Tig dugayan man siya motrabaho sa bukid kay ganahan man siya magkakwarta og dako. Ingon siya kinanglan jud kuno motrabaho todo kay para makahatag siya sa among mga panginahanglan. Ganahan siya nga makahuman mi sa pag-eskwela sa akoang manghod aron duna mi mas maayong trabaho. Grabe moatiman ang amoang amahan sa amoa nga usahay mapasagdan na niya iyahang kaugalingon. Ing-ana jud mi niya ka pinangga. Maong nasakit na siya. Tungod sa maong sakit, gitambagan sa doktor ang akong amahan nga mopahuway ug magpatambal ug unom (6) ka bulan. Gipugngan siya sa pagbuhat og makakapoy nga trabaho. Aron mabayran ang among inadlaw-adlaw nga galastohan, ang akong inahan midesisyon nga manarbaho isip "labandera". Apan, ang iyang gamay nga kinitaan igo lamang sa among inadlaw nga galastohan. Ang akong inahan mipahayag sa pinansyal nga kalisud aron masuportahan ang among edukasyon. Syempre, ganahan ko nga magpadayon sa akong pag eskwela kay kini ra ang akong paagi aron adunay maayong kaugmaon. Nangita kog mga paagi unsaon pagpadayon sa akong pagtungha sa Grade 8. Ang akong 17 anyos nga iyaan nakahibalo niini ug miduol siya kanako ug nangutana kon interesado ba ko nga motrabaho. Matod niya nga ang kabanay sa iyang amo nangitag Kasambahay mga motrabaho sa ilaha sa dakbayan sa Lapu-Lapu. Dugang pa sa akoang iyaan ang Kasambahay kuno makadawat ug maayong bayad ug suporta pud sa pag eskwela sama sa nahitabo sa iyaha. Ako dayong gipahibalo ang akong mga ginikanan bahin niini. Sa una nagduha-duha sila nga motrabaho ko pero gipasalig sila sa akong iyaan nga mamisita siya nako kay duol ra man ang iyang gitrabahoan sa balay sa akong mahimong amo. Dugang pa sa akong iyaan nga buotan ug matinahuron ang akong mahimong amo. Koreano pud ni sila. Human makadungog ang akoang mga ginikanan sa pasalig sa akong iyaan, gitugotan ko nila nga magtrabaho isip Kasambahay sa Lapu-Lapu City. Nagsalig jud ko na ang tanang giingon sa akoang iyaan kabahin sa akong amo ug sweldo kay mahitabo gayud. Guol nga mahilayo sa akong ginikanan pero tungod sa maayong kaugmaon mag sakripisyo ko.

(I was in grade 7 when my father got sick with tuberculosis. He spends long hours in the farm to make a lot of money. He works that hard so that he can provide for our needs. He does such so that my sister and I could finish school to have a better job. Our father takes care of us so much that sometimes he neglects himself. That's how he loves us. No wonder why he got sick. Because of that illness, the doctor advised

my father to rest and receive treatment for six (6) months. He was prevented from doing tedious work. To pay for our daily expenses, my mother decided to work as a "labandera". However, her small income is only enough for our daily expenses. My mother expressed financial difficulties to support our education. Of course, I like to continue my education because this is my only way to have a good future. I explored for ways to continue my studies in Grade 8. My 17-year-old aunt found out about this and she came to me and asked if I am interested in working. She said that her employer's relatives are looking for Kasambahay to work for them in Lapu-Lapu City. In addition, my aunt told me that the hired Kasambahay will receive a good payment and also be supported in going to school like what happened to her. I immediately informed my parents about it. At first they were hesitant that I would work but my aunt assured them that she would visit me because she was working near the house of my future employer. She added that the Korean employers are kind and respectful. After my parents heard my aunt's commitment, they allowed me to work as a Kasambahay in Lapu-Lapu City. I trusted everything that my aunt said about my employer and the salary to be given. It is lonely to be away from my parents but for the sake of a better future I will make sacrifices.)

Q2: Pwede ba nimong isaysay/ ihulagway ang imong adlaw-adlaw nga trabaho isip katabang? Unsa mang orasa ka magsugod trabaho ug mahuman? Nagdawat ba ka og sweldo ug mga benepisyo sa trabaho? Ginunsa ka pagtratar sa imong amo og kabanay iniini?

(Can you explain/describe your daily work as a helper? What time do you start and finish work? Do you receive a salary and benefits at work? How did your boss treat you and this relative?)

Ans 2: Ang akong mga trabaho gawas sa pagpanglimpyo sa 3-andana nga balay, ug pagpanglaba sa unom (6) ka tawo sa pamilya, ako usab ang nag-atiman sa mga hawla sa mga iro ug nagpakaon niini. Magsugod ko og trabaho sa alas singko sa buntag ug matapos sa alas tres sa hapon aron makaandam na para eskwela. Ang akoang eskwela magsugod man gud og alas 4 sa hapon kutob alas 9:30 sa gabii. Maabot ko sa balay mga alas 10:00 na sa gabii. Mokaon ko ug maglinis sa sinina. Pagkahuman manilhig gihapon ko sa salog ug manghugas sa mga plato na gibilin sa akoang mga amo. Matulog ko alas 12:00 sa tungang gabii kay magbuhat pako sa akoang mga assignments or projects sa eskwelahan. Dili lalim ang panrabaho nako. Kapoy jud sa inadlaw-adlaw ang akoang gibuhat. Tungod kay dili igo ang akoang tulog sa gabii, adunay mga higayon nga matulog ko sa klase. Katong wala pako nag eskwela gitagaan ko sa akoang amo og Php2,500 kada bulan. Pero pagsugod nakog eskwela, Php500.00 ra ang ihatag kada bulan para sa akong allowance kada adlaw. Ang ingon sa akoang amo kay mao na kuno ang bayad sa akoang sweldo kay gipa eskwela kuno ko nila. Sila ang mobayad school fees, tagaan ko og school supplies, uniform ug projects. Kini na ang akong sweldo. Walay laing benefits na ihatag sa akoo. Ang akoang amo ok ra man ang pagtagad sa akoo apil ang kabanay sa balay. Gitagaan man ko og kaugalingon na kwarto nako nga naay electric fan. Iaapil pud ko nila og mogawas sila moadto sa mall para manuroy or mokaon sa restaurant. Maayo man sila kanako pero kapoy ra jud ang pag trabaho kay dili makaya sa akoang lawas ang mga trabaho nga gihatag nila. Pero wala man koy mahimo kay ako man ang nangita og trabaho maong mag antos ra jud ko.

(My work includes cleaning the 3-story house, and doing laundry for six (6) people in the family. I also take care of the dogs' cages and feed them. I start my work at five in the morning and finish at three in the afternoon to get ready for school. My school starts at 4 in the afternoon until 9:30 in the evening. I will reach home around 10:00 in the evening. I eat and change clothes. Afterwards, I still sweep the floor and wash the dishes left by my employers. I go to bed at 12:00 midnight because I have to do my assignments or projects at school. My work is so difficult. I'm tired of what I do every day. Because I don't sleep enough at night, there were instances when I fall asleep in class. Good for me because all my teachers were understanding. They allow me to sleep for a moment.

When I was not yet schooling, my employer gave me Php2,500 per month salary. But when I started school, I was only given Php500.00 per month for my allowance. My employer said that this is my salary because they also pay for my education. They shoulder the school fees, give me school supplies, uniform and projects. I do not receive benefits at work. My employer treats me well including the relatives at home. I was given my own room with an electric fan. I also join them when they go to the mall or eat at a restaurant. They are good to me but the work is tiring because my body can't handle the jobs they give me. But I don't have choice because I need the job so I will sustain with all the difficulties that I will encounter.)

Q3: Unsay mga hagit o mga kalisod nga imong nasugatan sa imong trabaho isip usa ka Batang Kasambahay?

(What challenges or difficulties have you encountered while working as a Batang Kasambahay?)

Ans 3: Dili jud lalim ang mahimong Batang Kasambahay. Naay mga trabaho na dili makaya sa lawas nako, ang paglimpyo sa dako nga balay, panglaba sa mga sinina sa akoang amo ug uban pang buluhaton sa balay. Kapoy jud sa lawas unya ma emosyonal pako. Mingawon ko na mahilayo sa akoang pamilya unya magpuyo sa laing pamilya. Bisan pa maayo sila lahi man jud kung naa ka sa imohang pamilya. Pagsugod nakog trabaho halos kada adlaw ko mohilak sa kamingaw sa akoang pamilya. Dili biya ko palisda sa sa akoang ginikanan kung naay buluhaton sa balay. Ang mama nako ang kasagaran na manglaba og manglimpyo. Usahay patabangon pud mi niya pero dili bug-at ang mga trabaho, Ang akoang manghod motabang pud para mapaspas ang trabaho namo sulod sa balay. Nakaingon ko sa akoang kaugalingon dili diay sayon mahimong Kasambahay kay bisan bata ko kinanglan jud ko motrabaho bisan bug-at pa nga trabaho. Kapoy pero nag-antos ra ko kay ganahan ko makahuman sa pag eskwela haron makatabang pud sa akoang pamilya. Sauna makapadala ko og dako nga kwarta sa akoang ginikanan kay dako man ihatag sa akoang employer. Karon gamay man ang allowance. Akong buhaton dili na lang nako gastuhon ang kwarta haron naa gihapon koy mapadala bisan gamay sa akong ginikanan sa probinsiya.

(It's not easy to become a Batang Kasambahay. There are jobs that my body can't handle like cleaning the big house, washing their clothes and doing other household chores. It is so tiring! Apart from the physical difficulty, I also experience emotional hurt. I felt lonely being away from my family and then live with another family. Although they are good to me, it is different when you are in your family. When I started working, I cried almost every day because of the loneliness to be far from my family especially that there are so caring. My parents do not allow me to do tedious jobs at home. My mom usually does the laundry and cleaning. My younger sister and I helps to speed up our work inside the house. I said to myself that it's not easy to be a Batang Kasambahay. I cannot resist to do all the jobs at home because I'm paid. Although it's really tiring, I need to survive because I want to finish school so I can help my family. Before I can send more money to my family because of the salary that my employers give me. But when I started schooling, they only give me minimal monthly allowance. I do not spend the money so that I could send it to my family in the province.)

Q4: Unsa ang imong mga damgo ug mga pangandoy sa kinabuhi, ug sa unsang paagi ang imong trabaho karon isip usa ka bata nga domestic worker?

(What are your dreams and aspirations in life, and how does your current work as a child domestic worker influence it?)

Ans 4: Akong pangandoy na makahuman jud ko sa akoang pag eskwela maong bisan lisod nagtrabaho jud ko sama Batang Kasambahay. Ganahan ko na mahimong flight attendant sa umaabot para masuroy nako ang akoang ginikanan sa laing nasod. Ang mga kalisod na akoang naagian karon og pag antos na akoang gibuhay, naa niy maayo na balos sa umaabot. Dili lalim mahilayo sa ginikanan pero nag-antos ko para maka eskwela. Nahimo ko nga pasensyoso, maantuson, mapahib-usanon ug determinado nga makag-ot ang damgo. Mao ni ang akoang gikuptan haron makalahutay ko sa tanang pagsulay sa kinabuhi. Ang mahimong Batang Kasambahay nakapalig-on sa akoang pagkatawo na makalampos sa tanang pagsulay kay ako naman ning naagian karon pa lang. Kung mahimo nakong hamtong dili na ko maglisog ug sugakod sa tanang pagsulay sa ginabuhi.

(My dream is to finish my schooling, so even though it's hard, I work as a Batang Kasambahay. I would like to become a flight attendant someday so that I can bring my parents in another country. The difficulties that I have gone through now and the suffering that I have done, will have a good reward in the future. It is not easy to be far away from my parents but I will survive. I became patient, humble, obedient, and determined to achieve the dream. This is what I hold on to so that I can survive all the trials of life. Becoming a Batang Kasambahay has strengthened me to overcome all trials because I have been through all of this. I know that if there will be more challenges and difficulties in my life, I will surpass all of it because I was tested and made strong while I am still young.)

Q5: Unsa nga suporta o hinabang ang imong nadawat sa gobyerno sama Batang Kasambahay? Unsay imong ika-sugyot sa gobyerno para molambo ang kinabuhi sa mga Batang Kasambahay?

(What support or assistance do you receive from the government as Batang Kasambahay? What do you suggest to the government to improve the lives of the Batang Kasambahay?)

Ans 5: Pagsugod nakog trabaho sama Batang Kasambahay wala man koy nadawat nga hinabang gikan sa Lapu-Lapu City. Dugang pa, wala ako kahibalo kung unsa nga mga serbisyo naa ang gobyerno para sa amoa. Hinaot unta naay mobisita sa balay-balay ug iparehistro sa social welfare office ang tanang kasambahay sa dakbayan sa Lapu-Lapu aron mahibaw-an nila ang among kahimtang. Unya kini mahimo nga proteksiyon usab sa amoa tungod kay adunay klarong recording sa lokalidad sa tanang Kasambahay nga nagtrabaho sa siyudad. Unya, dapat naa pud kapuy-an kadtong mga Batang Kasambahay nga giabasaran sa ilahang employers. Dugang pud na dapat naay suporta sa edukasyon nga ihatag sa amoang mga Batang Kasambahay para makapadayon mi sa amoang pag eskwela kutob sa kolehiyo kay wala man mi kabalo kung mapadayon pa ba sa employer ang pag suporta sa ilang Kasambahay. Dapat pud diay naay panagtigom na buhaton alang sa mga Kasambahay para magkailhanay pud ang matag usa og mahimo na mga kaabag kung naay mga problema.

(When I started working as a Batang Kasambahay, I did not receive any assistance from Lapu-Lapu City. Also, I don't know what services the government has for us. I hope that someone from the social welfare office or the government will conduct homevisitation and register all the Batang Kasambahays in Lapu-Lapu City so that they will know about our situation. It can be our protection as well because there is a clear recording of the locality of all the Kasambahays working in the city. There should be a shelter for those Kasambahays who were abused by their employers. In addition, there should be educational support given to us so that we can continue our schooling until college because we do not know if the employer will still provide the educational needs of the Kasambahays. There should also be a gathering for all Kasambahays in the locality so we can get to know each other and become our support system in case problems may arise.)

Mario

Palihog magpaila sa imong kaugalingon. (Please introduce yourself.)

Ako si Mario, 17 anyos, lalaki, lumad na taga Cordova, Cebu, Philippines. Usa ko ka Grade 10 nga estudyante sa Gun-ob Night High School. Ikaduha ko sa lima ka managsuon, pero si mama naa na pud tulo ka anak sa bag-ong partner. Ang akong amahan usa ka construction worker unya ang akong inahan ang mag-atiman sa amoang tanan. Si papa ra ang mitrabaho para mosuporta sa tanan namong panginahanglon. Nagpuyo mi sa gamay na balay nga si papa mismo ang nagpanday. Naay kini duha ka kwarto, gamay na sala, kusina ug CR. Usa ka kwarto para sa akoang ginikanan unya ang usa para sa amoang managsuon. Naay miy gamit sama sa telebisyon, electric fan, rice cooker, lingkuranan, ug lamesa. Maayo man ang amoang pagpuyo sa balay. Makakaon mi sa tulo ka adlaw. Usahay gani magluto pa si mama para merienda. Si mama grabe moasikaso ni papa. Pag abot sa balay gikan trabaho iandam na ni mama ang sinina sa akoang papa. Naa na pud naandam nga panihapon para sa amoang tanan. Pero ang problema ra sa akoang papa palainom jud ni siya. Kada semana muinom siya kauban ang barkada. Buntag na mauli sa amoa. Ang problema ni papa basta mahubog manapat ni mama labi na kung mangutana si mama kung asa siya gikan. Pero bisan pa niana nag-antos ra jud si mama para sa amoang managsuon. Pero katong 10 anyos na ko gibayaan mi sa akoang papa tungod sa laing babaye.

(I am Mario, 17 years old, male, native of Cordova, Cebu, Philippines. I am a Grade 10 student at Gun-ob Night High School. I'm the second of five siblings, but mom already has three children with a new partner. My father is a construction worker and my mother takes care of all of us. Only dad worked to support all our needs. We live in a small house that dad built himself. It has two bedrooms, small living room, kitchen and CR. One room for my parents and one for us children. We have appliances such as television, electric fan, rice cooker, chair, and table. We have a simple life. We can eat three times a day. Sometimes mom cooks for merienda. Mom takes care of dad very much. When he gets home from work, mom will prepare my dad's clothes. There is also dinner prepared for all of us. But the only problem with my dad is that he drinks. Every Friday he drinks with friends and goes home the following day. Dad's problem is that whenever he gets drunk, mom gets into trouble, especially when mom asks where he went. But despite that, mom stayed with my father for the sake of her children because she doesn't want them to separate for our welfare. However, when I was 10 years old, my father left us due to another woman.)

Q1: Nganong nahimo man kang katabang ug unsa man ang imong gilaumang mahitabo sa trabaho?

(How did you become involved in domestic work, and what were your initial expectations or motivations?)

Ans 1: Mga 9 anyos ko nga nabantayan nako na nagpirmi na ug away akoang ginikanan. Naay panahon na dili na muoli si papa sa balay. Makit-an na lang nako si mama nga maghilak pirmi. Pag-abot nako og 10 anyos gibliyaan mi sa akoang papa. Gipugngan pa gani siya ni mama pero mihawa jud si papa. Sige ug hilak akoang mama ato na panahon. Hangtod nahibaw-an namo na naay nakakita nga silingan na naay kuyog na laing babaye si papa. Sukad ato wala na jud mipakita akoang papa sa amoa ug wala mihatag ug suporta. Si mama grabe kaapektado sa panghitabo. Naay panahon na wala na miy makaon sa balay. Akoang igsoon gigutom jud. Mao tong bisan 10 anyos pa ko napugos na jud ko pangita ug trabaho para masuportahan ang akoang mga igsoon. Pag primero nag trabaho ko sa carenderia duol sa amoang balay. Mga tulo ka tuig pud ko didto. Kada adlaw tagaan ko sa tag-iya ug Php100. Lunes kutob Sabado ang akoang trabaho. Gamay ra ang bayad pero ok na lang para naa lang koy mapalit nga pagkaon sa akoang mga igsoon unya maka eskwela man pud ko maong ok ra jud. Hangtod naay usa ka customer sa carenderia nga nakasulti sa akua nga naay siyay kaila nga nangita ug stay in Kasambahay sa Lapu-Lapu City. Ang sweldo kuno kay Php3,500. Nakaingon ko dako to nga bayad maong akoang gidawat. Akong gihuna-huna na sayon ra ang trabaho didto kay bata pa man ko. Nakaingon ko na naay siguro koy kauban pud sa balay. Maong mihawa ko sa amoa ug mitrabaho ko didto sa Lapu-Lapu City. Didto nako nag eskwela ug high school. Sa night high school ko nag enroll. Kapoy diay ang akoang trabaho didto kay tulo ka oras ra man ko matulog. Sayo kaayo ko momata para mahuman kuno nako ang trabaho bag-o ko moadto sa eskwelahan. Limpyohan man gud nako ang dako nga balay nga tulo kaandanas, magsilhig sa gawas sa balay, manglaba ug mamalengke. Magpakaon pud ko sa mga baboy ug limpyohan pud kini. Wala gikaya sa akoang lawas. Nasakit man ko ato na panahon. Maong nagpatabang ko sa akoang teacher ug naa ba siyay kaila nga nangita ug Kasambahay. Hangtod sa nabalhin jud ko sa laing employer. Ang sweldo nako kay Php5,000.00 kada bulan. Momata ko ug alas 4 sa buntag kutob alas 3 sa hapon ra ang trabaho ingon akoang employer para kuno makaandam pa ko para sa eskwela. Ang akoang buhaton maglimpyo sa balay, manilhig sa gawas sa balay, manglaba ug mag-alsa sa mga gipamalit sa akoang amo sa palengke. Mga alas 3 sa hapon mag-andam nako para eskwela. Pag-abot pud nako gikan eskwela mga alas 10 sa gabii, makapahuway naman ko. Pero kapoy gihapon kay ang mga trabaho sa balay panghamtong naman pero ok lang kay naa man koy sweldo unya maayo ra man ang pagtratar sa akoang employer. Sa pagkakaran nagtrabaho na akoang mama sa carenderia ug naa sa siyay kapuyo na naa pud trabaho. Panagsa na lang ko magpadala sa ilaha kay makasuporta naman sila sa akoang manghod ug ilahang mga panginangahanglon. Sa pagkakaran mibuwag na lang ko nila ug nagpuyo inusara.

(I was about 9 years old when I noticed that my parents were constantly fighting. There was a time when dad didn't come home anymore. I can only see my mother crying all the time. When I was 10 years old, my father left us. Mom even stopped him but dad left. Mom really cried. Until we found out that a neighbor saw that dad was with another woman. Since then, my father never showed up with us and did not give support. Mom was deeply affected by the event. She did not find means to support our needs. There was a time when we had nothing to eat at home. This was the reason why I was forced to work at 10. At first I worked at a carenderia near our house. I was there for about three years. Every day the owner gives me Php100. My work is from Monday to Saturday. The payment is small but it's ok so I can buy food for my brothers. They also allowed me to go to school so it's ok. Until there was a carenderia customer who told me that he knew someone who was looking for a stay in Kasambahay in Lapu-Lapu City. He said the salary is Php3,500. I immediately accepted the offer because of high compensation. I thought the job is easy especially that I am a child. Maybe there are other Kasambahays working there that I could work with. So I left our and went to Lapu-Lapu City. That's where I went to school and high school. I enrolled in night high school. My work there is tiring because I only sleep for three hours. I wake up very early so that I can finish work before going to school. I also clean the big house, sweep the outside of the house, do laundry and go marketing. I will also feed the pigs and clean the pig pen. My body can't handle it. I also got sick that time. There were times that I sleep inside the class due to tiredness. My teacher asked me about my situation and she helped me transfer to another employer. My salary is Php5,000.00 per month. I wake up at 4 in the morning until 3 in the afternoon so that I can get ready for school according to my employer. My daily tasks include cleaning the house, sweeping the garden, carry the things which my employer bought and sometimes fix the house. Around 3 in the afternoon I will get ready for school. When I come home from school at 10:00pm, I can rest. However, I

still find my job tiring because the job is for adults. But it's ok because I need to work for myself and my family. Presently, my mother works in a carenderia. She has a partner now and also has work. I seldom send money to them because they can support my siblings and other needs. Consequently, I decided to separate from them and live independently.)

Q2: Pwede ba nimong isaysay/ ihulagway ang imong adlaw-adlaw nga trabaho isip katabang? Unsa mang orasa ka magsugod trabaho ug mahuman? Nagdawat ba ka og sweldo ug mga benepisyo sa trabaho? Ginunsa ka pagtratar sa imong amo og kabanay iniini?

(Can you explain/describe your daily work as a helper? What time do you start and finish work? Do you receive a salary and benefits at work? How did your boss treat you and this relative?)

Ans 2: Momata ko ug alas 4 sa buntag kutob alas 3 sa hapon ra ang trabaho nako kay ingon akong employer para kuno makaandam pa ko para sa eskwela. Ang akoang buhaton maglimpyo sa balay, manilhig sa gawas sa balay, manglaba ug mag-alsa sa mga gipamalit sa akoang amo sa palengke. Mga alas 3 sa hapon mag-andam nako para eskwela. Pag-abot pud nako gikan eskwela mga alas 10 sa gabii, makapahuway naman ko. Makadawat ko ug Php5,000.00 kada bulan. Walay laing benepisyo na gihatag sa akoo. Unya ako ra pud ang magbayad sa akoang pag eskwela kay dako naman ang bayad sa akoo. Pero dili pud lalim ang pagtrabaho labi na sa akoo nga bata pa. Kapoy pu ui! Pero ok na lang kay naa man koy klaro nga sweldo unya maayo ra man ang pagtratar sa akoang employer sa akoo ug kabanay niini. Naa koy kaugalingon nga kwarto nga naay electric fan. Makakaon pud ko kung unsa ang pagkaon sa akoang mga amo. Naa pud koy day off kada Dominggo para mabisita pud nako ang akoang mama ug igsoon.

(I wake up at 4 in the morning and works until 3 in the afternoon as per my employer so that I can still prepare for school. What I do is clean the house, sweep outside of the house, wash the clothes and lift my employer's purchases at the market. Around 3 in the afternoon I will get ready for school. When I come home from school around 10 in the evening, I can rest. I receive a monthly salary of Php5,000.00. No other benefits have been given to me. I pay for my schooling because my salary is high. But the work is still difficult especially at my age. I get tired! But it's okay because I have a clear salary and my employer and his family treats me well. I have my own room with an electric fan. I can also eat what my employers eat. I also have a day off every Sunday so I can visit my mom and brother.)

Q3: Unsay mga hagit o mga kalisod nga imong nasugatan sa imong trabaho isip usa ka Batang Kasambahay?

(What challenges or difficulties have you encountered while working as a Batang Kasambahay?)

Ans 3: Ang mga hagit o kasilod na akoang natagamtam sama Batang Kasambahay kay ang kamingaw nga mahilayo sa akoang pamilya nga unta magkauban mi ug ang akoang ginikanan ang dapat nga mag-atiman sa amoang tanan. Pero tungod kay gibiyaan man mi sa akoang amahan kinanglan nako nga tabangan ang akoang pamilya maong bisan na gamay pako kinahanglan na ko motrabaho para naa miy makaon. Dili pud lalim ang pag trabaho nako kay katong primero nakong employer kay 3 ka oras ra ko makapahuway tungod sa kadako sa akoang trabaho. Perting kapoya sa akoang lawas maong nasakit ko. Maayo na lang gitabangan ko sa akoang teacher para makabalhin ug laing employer. Karon ok na jud ko sa akoang trabaho. Kapoy gihapon pero maagwanta ra man kay dako man ang akoang sweldo ug mayo ra man pud akoang amo.

(The challenges or difficulties I have encountered as Batang Kasambahay is the loneliness to be away from my family. We should be together and they should be supporting us. However, when my father left us I have no choice but to work at a young age to support for our needs. However, I experienced bad situation with my previous employer because apart from the huge work that they give I only sleep 3 hours a day. That is why my body was so tired that I got sick. Fortunately, my teacher helped me to transfer to another employer. Now I am ok with my job. It is still tiring but bereable because my salary is ok and my employer and his family is treating me well.)

Q4: Unsa ang imong mga damgo ug mga pangandoy sa kinabuhi, ug sa unsang paagi ang imong trabaho karon isip usa ka bata nga domestic worker?

(What are your dreams and aspirations in life, and how does your current work as a child domestic worker influence it?)

Ans 4: Ganahan jud ko makahuman sa pag eskwela maong naningkamot ko bisan na lisod mahimong estudyante ug working. Gusto nako nga mahimong Civil Engineer para mas makatabang ko sa akoang

pamilya. Gibiyaan man mi sa akoang papa pero naningkamot jud ko na makab-ot ang akoang damgo. Nga dili babag para makapadayon sa pag eskwela ang kapobrehon. Nakaamgo ko na bisan lisod ang kinabuhi nako sama usa ka Kasambahay makalampos ra jud ko sa akoang mga pangandoy kay grabe na ang mga pag-antos na akoang naagian. Nakaingon ko nga mao ni ang nakapa-isog sa akua, nahimo kong determinado, dili basta mo give up sa mga problema, ug labaw sa tanan maatubang ra jud nako ang mga hagit sa kinabuhi. Makalampos ra jud ko niini kay naa ang Ginoo nga namalipud sa akua sa adlaw-adlaw. Padayon ra jud sa kinabuhi bisan unsa pa ang mga pagsulay nga moabot.

(I want to finish my schooling that is why I study hard while working. It is not easy but I sacrificed to be able to achieve my dreams. I would like to become a Civil Engineer so that I can help my family more. Eventhough my father left us I worked hard to prove to him that we can survive without him. That poverty is never a hindrance to achieve my dreams. I realized that even though my life as a Kasambahay is difficult, I will succeed in life because the sufferings that I have gone through are severe. I said that this is what made me brave, became determined, don't just give up on problems, and above all, I can face life's challenges. I will surpass all of the challenges because the Lord is here to protect me every day. I will go on with life no matter what trials come your way.)

Q5: Unsa nga suporta o hinabang ang imong nadawat sa gobyerno sama Batang Kasambahay? Unsay imong ika-sugyot sa gobyerno para molambo ang kinabuhi sa mga Batang Kasambahay?

Ans 5: Wala koy nadawat nga tabang o serbisyo gikan sa gobyerno. Dugang pa, wala ko kahibawo sa mga serbisyo nga gihatag sa mga Batang Kasambahay sa dakbayan sa Lapu-Lapu. Dapat unta ang matag Batang Kasambahay kinahanglang ma-monitor ug marehistro sa Lapu-Lapu City personnel, basin sa social welfare office aron ang mga bata nga nagtrabaho ma protektahan. Kinahanglan usab nga mahatagan sila sa ilang mga panginahanglanon sa eskuylahan tungod kay adunay mga Batang Kasambahay nga wala'y suweldo aron masuportahan ang ilang mga gasto sa edukasyon. Dapat unta naa pud panagtigom ang tanang Kasambahay haron magkailhanay sila nga mahimo nga suporta sa matag usa. (I have not received any help or services from the government. In addition, I am not aware of the services provided to Batang Kasambahay in Lapu-Lapu City. I suggest that all Batang Kasambahays should be monitored and registered by Lapu-Lapu City personnel, perhaps at the social welfare office so that working children are protected. They should also be provided with their school needs because there are Batang Kasambahays who are not paid by employers to support their educational expenses. There should also be a gathering for all the Kasambahays to get to know each other so that they can support each other.)

Tanya

Palihog magpaila sa imong kaugalingon. (Please introduce yourself.)

Ako si Tanya, 17 anyos, babaye, mihomong sa pag eskwela, ug midako sa Mabinay, Negros Oriental, Philippines. Ikaupat sa 8 ka managsuon. Ang akoang amahan ug inahan pareha nga mag-uuma. Sila ang nagsuporta sa amoang panginahanglan. Nagpuyo mi sa gamay na kamalig na gihimo sa akoang amahan. Wala miy kwarto. Sa sala ra mi tanan matulog. Wala miy gamit kaayo sa balay. Radio ra ang naa sa amoa. Ang among gamiton pagluto kay kahoy ra. Sa gawas sa balay magluto si nanay para kung maghaling sa kahoy dili aso kaayo. Ang tanan namong kan-on naa ra sa gawas sa balay. Naa miy mga tanom nga utan sama sa kalabasa, kamunggay, talong, okra, ampalaya, kamote, saging ug uban pa. Naa pud gibuhi nga manok ug baboy ang akoang ginikanan. Simple ra jud ang amoang kinabuhi sa bukid. Malipayon ang amoang pamilya. Makit-an nako na pinangga ni papa si mama. Basta magtapok mi pirmi ra mopakatawa si papa sa amoa. Wala ko kakita nga nag-away ang akoang ginikanan. Puros nindot ug hamugaway ang pamuyo namo. Maong kaming managsuon suod pud sa usag-usa. Nag eskwela mi sa public school. Medyo layo ang eskwelahan sa amoa. Kinahanglan pa namo molakaw ug 20 minutos padulong sa eskwelahan. Pagkahuman nako ug elementary gikuha ko sa akoang manang ug gidala sa Lapu-Lapu City kay siya kuno ang magpa eskwela sa akua ug high school. Maglisod naman gud sila papa ug mama pagpa eskwela namong tanan labi na medyo mahal na ang tuition sa high school. So miadto ko sa akoang maguwang sa Lapu-Lapu City. Gi enroll ko niya sa night high school para ako ang moatiman sa akoang mga paumangkong. Si manang magtrabaho mag gud alas 6 sa buntag kutob alas 3 sa hapon sa usa ka bakery duol ra pud sa ilahang balay. Ok ra kay maka eskwela pa man ko inig ka hapon.

Ang iyahang bana kay factory worker. Tulo ka tuig ra ko mipuyo sa ilaha kay hapit man ko ma rape sa bana sa akoang manang.

(I am Tanya, 17 years old, female, and stopped going to school. I grew up in Mabinay, Negros Oriental, Philippines. I am the fourth among 8 siblings. My parents are both farmers. They support the needs of the family. We lived in a small nipa hut built by my father. We don't have a room inside the house. We all sleep in the living room. We don't have appliances except for radio. We use wood for cooking. My mother cooks outside of the house so that when the wood is burned, it is not too smoky. Everything we eat is planted by my parents. We have vegetables crops such as squash, malunggay, eggplant, okra, ampalaya, sweet potato, banana and others. My parents also raised chickens and pigs. Our life in the mountain is simple. Our family is happy. I can see that my father loves my mother. He assists her in everything that they do. My mother does the same to my father. I never saw them fight. We always laugh inside the house because my father shares funny stories. We are close with each other. Our place is peaceful and beautiful although it is quite far from commercial facilities. We went to public school. We still have to walk 20 minutes to school. After I finished elementary school, my elder sister brought me to Lapu-Lapu City because she committed to send me to high school. My parents could no longer support us in secondary because of the limited income they have being farmers. My sister enrolled me at night high school so that I can take care of my nieces because my sister works from 6 in the morning until 3 in the afternoon at a bakery near their house. It's fine with me because I can still go to school in the afternoon. Meanwhile, the husband of my sister is a factory worker in MEPZA. I only lived with them for three years because I was almost raped by my brother-in-law.)

Q1: Nganong nahimo man kang katabang ug unsa man ang imong gilaumang mahitabo sa trabaho?

(How did you become involved in domestic work, and what were your initial expectations or motivations?)

Ans 1: Nangita ko ug laing kapuy-an kay hapit na ko ma rape sa bana sa akoang igsoon. Tungod ni ana nangita ko ug laing kapuy-an hangtod gi refer ko sa akoang classmate sa kaila niya nga employer sa Poblacion Lapu-Lapu City. Maayo man ang akoang employer. Gisupportahan nila ang akoang pag eskwela. Pero katong imaging tuig ginahanglan ko na muhunong sa pag eskwela kay nasakit si mama. Hapit mabuta akong mama. Maong nananghid ko sa akoang amo nga mouli usa sa amoa para mag-atiman sa akoang ginikanan. Mga usa ka bulan pud ko mipuyo didto. Ingon sa doctor migrabe na ang katarata sa akoang mama ug padung na jud mabuta. Pero mapugngan pa kuno kun mutumar daw siya sa tambal ug muhunong sa pag-uma. Maoang pagbalik nako sa Lapu-Lapu City ang akoang sweldo kay itabang nako sa ilaha. Akong giingnan ang akong amo nga muhunong usa sa pag eskwela kay nag-atiman sa akoang mama ug magpadala pud ko sa akoang sweldo para sa tambal niya. Grade 11 nako sa pag-abli sa klase karong umaabot nga tuig. Mobalik nako karon pag abli sa eskwela. Naa naman pud ang akoang usa ka magulang nga nag-atiman sa akoang mama ug motabang pud pinansyal maong dili na ko mabalaka. Nagpadala ra gihapon ko sa akoang ginikanan para naa pud silay magasto sa probinsiya.

(She decided to work because she was almost raped by her brother-in-law. Because of fear, she immediately I looked for another place to stay until my classmate referred me to an employer she knows in Poblacion Lapu-Lapu City. I worked there as a Kasambahay. My employer is good. They support my schooling. They also give me salary and other bonuses. But last school year, I asked permission from my employers to go to my hometown for one month to take care of my mother. I found out that my mother is having blurry vision. I brought her for medical check up. According to the doctor, my mother's cataracts have worsened and she is about to go blind. But it can be prevented if she takes the medicine and stops farming. After a month of taking care of my mother, I went back to my employer in Lapu-Lapu City. I told my employer that I will stop temporarily to send my salary for the medication of my mother. I am an incoming Grade 11 this school year. I told them recently that I will go back to school this coming school year since my elder sister will take care of my mother and will also provide financial support. Another sibling will take care of my mother so I do not have to worry anymore. However, I still send money to my parents so they can spend in the province.)

Q2: Pwede ba nimong isaysay/ ihulagway ang imong adlaw-adlaw nga trabaho isip katabang? Unsa mang orasa ka magsugod trabaho ug mahuman? Nagdawat ba ka og sweldo ug mga benepisyo sa trabaho? Ginunsa ka pagtratar sa imong amo og kabanay iniini?

(Can you explain/describe your daily work as a helper? What time do you start and finish work? Do you receive a salary and benefits at work? How did your boss treat you and this relative?)

Ans 2: Ang akoang trabaho matag adlaw kay maglimpyo, magluto, manglaba, mamalengke, manghugas og plato, ug magbantay sa duha ka bata nga edad uno ug tres anyos. Magsugod ko akoang trabaho alas kwatro sa kadlawon ug mahuman alas otso sa gabii. Makapahuway man ko sa hapong kung matulog na ang mga bata. Ang akoang sweldo kay Php2,500 kada bulan, naay SSS, PhilHealth, ug bonus kada Disyembre. Naa pud koy day off kada Dominggo pero kasagaran dili ko molakaw kay wala man pud kong adtuon. Maayo man ang pagtratar sa akoang employer. Gitagaan ko nila ug kaugalingong kwarto, naay electric fan ug tv. Dungan pud ko nila mokaon. Kung manuroy sila iuban man pud ko nila bisan asa sila moadto. Naa ganiy panahon na nakaadto pud ko ug Boracay kay ang tibuok pamilya nanuroy didto. Morag parte na ko sa ilahang pamilya. Mosuporta pud sila sa akoang plano nga makahuman ug pag eskwela. Nabalaka man gani to paghunong nako imaging tuig pero nakasabot ra sila. Akong giingnan na mopadayon ko karong umaabot nga klase.

(My job every day is to clean, cook, do laundry, go shopping, wash dishes, and take care of two children aged one and three. I start my work at four in the morning and finish at eight in the evening. I can rest in the afternoon when the kids go to bed. My salary is Php2,500 per month, with SSS, PhilHealth, and bonus every December. I also have a day off every Sunday but I usually don't go because I don't have anything to go to. My employer treated me well. They gave me my own room, with an electric fan and a TV. I also eat with them. If they travel, I will also go with them wherever they go. There was even a time when I went to Boracay because the whole family went there. It's like I'm part of their family. They will also support my plan to finish school. I was even worried when I stopped imaging this year but they understood. I said that I will continue this coming class.)

Q3: Unsay mga hagit o mga kalisod nga imong nasugatan sa imong trabaho isip usa ka Batang Kasambahay?

(What challenges or difficulties have you encountered while working as a Batang Kasambahay?)

Ans 3: Pag primero abi nako ok ra na didto mopuyo sa akoang maguwang pero dili ra maayo ang nahitabo sa akua kay hapit man ko ma rape sa bana niya. Hangtud sa napugos na lang ko nga motrabaho sama Kasambahay haron makapadayon ko eskwela ug makahawa sa balay sa akoang magulang. Wala na nako gipabalo sa akoang manang ang nahitabo sa akua kay dili ko ganahan na sila nang magtiayon ang mag-away tungod nako. Ako na lang ang mihilayo. Maayo na lang kay nakatrabaho ko sa buotan nga employers. Gitagad ra ko nila sama ilahang pamilya. Unya ang trabaho pud nako kay makaya ra man. Naa ra man pud akoang amo nga babaye para motabang ug bantay sa mga bata. Naa lay mga panahon na makahilak ko sa kamingaw sa akoang ginikanan ilabi na karon na si mama naay problema sa mata. Pero mag-antos ra usa ko kay kung makahuman na ko sa college pwede nako mobalik sa amoa sa Negros kay didto nako magtrabaho haron makauban nako ang akoang pamilya.

(At first I thought it would be okay to live there with my older sister and her family. However, what happened to me was not good because I was almost raped by my brother-in-law. Because of such, I was forced to work as a Kasambahay so that I could continue school and leave my sister's house. I didn't tell to my sister the real reason why I left their house because I don't like them to fight because of me. Fortunately, I was able to work with good employers. They treated me like their family. Then my work is maneagable because my female employer assists me in taking care of the children. Consequently, there were times when I cry because of the loneliness of my parents, especially now that mother has an eye problem. But I will sacrifice for a while to finish schooling. If I finished my college education, I will return back to my hometown to be with my family.)

Q4: Unsa ang imong mga damgo ug mga pangandoy sa kinabuhi, ug sa unsang paagi ang imong trabaho karon isip usa ka bata nga domestic worker?

(What are your dreams and aspirations in life, and how does your current work as a child domestic worker influence it?)

Ans 4: Gusto ko mahimong teacher para makatudlo sa mga kabatan-onan ug mahimong inspirasyon nila nga dili mahimong babag ang kapobrehon haron maka eskwela. Kinahanglan lang nga mag-antos sa tanang hagit na maagian. Magpaubos sa mga tawo ug dili motubag-tubag sa employer kun mag trabaho. Nakaingon ko na dili sayon ang pagtrabaho sama Kasambahay pero daghan pud kong nakat-unan kay kabalo nako maglimpyo sa sahog gamit ang floor polisher. Kabalo na pud ko mogamit ug washing machine kay sa amoa mano-mano man ang panlaba. Unya kung magluto ug kan-on kay rice cooker na. Nakabalo na jud ko sauna wala. Nahimo pud kong maantuson sa tanang pagsulay. Naay panahon nga makasab-an ko sa akoang sayop pero di ra jud ko motubag-tubag. Maminaw rako sa ingon sa akoang

amo. Magpaubos ra jud ko. Kay ingon sa bibliya ang magpaubos kay ipataas ug ang magpataas ipaubos. Kining mga nahitabo sa akong pagsulay ra sa kinabuhi para mahimo kung lig-on na kun naay mga pagsulay pa nga moabot dili dayon ko mo give up. Padayon lang sa kinabuhi. Ang importante makatabang ko sa akong pamilya ug maka eskwela pud ko.

(I want to become a teacher someday so that I can share my stories to them and be an inspiration to them. I will tell them that poverty is not an obstacle for them to go to school. All they need to do is find ways to achieve their dreams. They just need to endure all the challenges that come their way just like what I did. I told myself that it is not easy to work as a Kasambahay especially that I am away from my family. It is lonely to be far from my parents. But I am also thankful because I learned a lot like cleaning the house using a floor polisher, doing laundry through washing machine. In our house in the province we do laundry manually. Then I cook rice in the rice cooker. In our house, we use wood in cooking. Before I do not know the use of electrical appliances. Furthermore, I became patient in all trials. There was a time when I was scolded by my employer for my mistake. But I did not argue with her. I stayed humble and accepted my mistake. The bible says, those who are humble will be exalted and those who exalt will be humbled. I told myself that the difficult experience I underwent is just a test of life for me to become strong that if there are more problems to come, I will not give up right away. Just go on with life. The important thing is that I can help my family and I can go to school.

Q5: Unsa nga suporta o hinabang ang imong nadawat sa gobyerno sama Batang Kasambahay? Unsay imong ika-sugyot sa gobyerno para molambo ang kinabuhi sa mga Batang Kasambahay?

(What support or assistance do you receive from the government as Batang Kasambahay? What do you suggest to the government to improve the lives of the Batang Kasambahay?)

Ans 5: Wala man ko kabalo kun naay hinabang nga gihatag ang gobyerno kay sukad nag trabaho ko diri sa Lapu-Lapu, wala man ko kadawat bisan usa. Dapat unta ang taga social welfare office sa Lapu-Lapu City kay bantayan ang tanang Batang Kasambahay sa lokalidad. Dapat marehistro kaming tanan haron mahibaw-an pud nila ang amoang mga kahintang sulod sa balay kay dili man mi makit-an kung walay mangutana kung naunsa mi. Kini mahimo pud namong proteksyon kay nakabalo mi nga naay nagtan-aw sa amoa. Dugang pa, labing maayo kung ang gobyerno mag-organisa ug kalihokan diin ang tanan nga mga Kasambahay anaa tungod kay kini ang magsilbing ilang suporta nga grupo. Dapat maghatag pud sila ug educational assistance or scholarship sa tanang Batang Kasambahay haron makahuman jud ming tanan pag eskwela kutob sa kolehiyo. Kay naa biya koy classmate nga ganahan mo eskwela pero wala gipa eskwela sa iyahang employer kay walay ikabayad. Dapat tabangan nila na. Unya dapat naay center pud nga kapuy-an ang mga naabuso nga Batang Kasambahay haron dili sila maadto sa lain na pud na dili maayo nga employer.

(I don't even know if the government has given any help to Batang Kasambahay because since I have been working here in Lapu-Lapu, I have not received any. The social welfare office in Lapu-Lapu City should be there to watch over all the Batang Kasambahay in the locality. We should all be registered so that they will know our conditions inside the private homes because we are not seen publicly unless there will be individuals who will check on us. This can also be our protection because we know that someone is watching us. In addition, it would be best if the government organizes an event where all the Kasambahays are present because this will serve as our support group. There should also be provision of educational assistance to all Batang Kasambahays so that they will be able to finish their schooling up to college. Because I have a classmate who likes to go to school but her employer doesn't send him to school because he can't pay. There should be financial assistance or scholarship for them. Then there should also be a center where the abused Batang Kasambahay can stay so that they don't go to another bad employer.)

Palihog magpaila sa imong kaugalingon. (Please introduce yourself.)

Ako si Tonio, 17 anyos, lalaki, mihunong sa pag eskwela, lumad nga taga Carcar, Cebu, Philippines. Kamaguwangan ko sa walo ka managsuon. Ang akoang amahan nagtrabaho sa usa ka jewelry craft samtang ang akoang inahan naa ra sa balay para mag-atiman namong tanan. Nagpuyo mi sa gamay nga balay sa yuta sa akoang amahan sa bukid sa Carcar. Wala miy gamit sa sulod sa balay. Naay usa ka kwarto nga kaming tanan didto matulog. Tapad-tapad jud mi sa pagkatulog. Mingaw man ang amoang lugar kay gamay pa man ang mipuyo didto. Lisod ang amoang kinabuhi sa bukid ilabi na ang akoang papa kay bisyoso man. Kada adlaw maghubog ug magsugal siya maong walay mahatag nga kwarta sa akoang mama para palit sud-an. Ang bugas kay hatagan ra man mi sa akoang lolo gikan sa umahan maong naa miy bugas. Naay panahon pud nga pirming madapatan ni papa si mama ilabi na kung mahubog kini. Ang akoang mama miantos ra jud para sa amoang managsuon kay dili siya ganahan na mabuwag ming tanan. Kada tuig mamabdos ang akoang inahan maong sunod ra jud ang amoang mga edad. Dili man malipayon ang amoang pamilya. Kay makit-an nako ang pang-abuso sa akoang amahan sa akoang inahan. Naa pud panahon na dapatan pud mi niya. Dili pud mi niya paduwaon sa gawas sa balay kay didto ra jud kuno mi sa sulod sa balay maong wala kaayo koy amigo. Wala jud mi nakabati sa pagmahal sa us aka amahan kay mas maayo pa si papa sa iyahang mga higala kumpara sa amoa. Kung mag-inom sila naay mga sud-an nga paliton para sumsuman nila pero sa amoa asin ra amoang sud-an. Usahay mangayo na lang si mama sa ubang silingan ug sud-an haron naa miy sud-an. Grabe jud ang pag-antos na gihimo sa akoang mama sa akoang amahan. Para makakwarta si mama nagbaligya na lang siya ug utan sa amoang lugar. Kada Sabado ug Dominggo tabangan nako si mama sa pagbaligya.

(I'm Tonio, 17 years old, male, dropped out of school, native of Carcar, Cebu, Philippines. I am the eldest of eight siblings. My father works in a jewelry craft while my mother stays at home to take care of all of us. We lived in a small house on my father's land in the mountain area of Carcar. We don't have any appliances inside the house. There is also no room. We all sleep in the living area. Few people live in our place. Our life was difficult especially that my father had many vices. Every day he gets drunk and gambles so my mom doesn't have money to buy for our consumption. We are lucky because my grandfather supplied the rice for us. There was also a time when my father would always hit my mother especially when he was drunk. My mother remained in the relationship for us – her children. She does not want us all to be separated from each other. Every year my mother gets pregnant so our age difference is only one year. I do not have a happy family because my father. He always hurt my mother and also his children. We were not allowed to play outside with friends. That is why I don't have much friend in our community. We never felt the love of a father. He spent most of his time with his friends compared to us. He also provided the liquour whenever they drink. Unlike us we were not given money to buy for our viand. Sometimes my mother just asks other neighbors to bring us some food. The suffering that my father caused my mother was terrible. To provide for our daily food, my mother opted to sell vegetables in our area. Every weekend I help mom sell all the vegetables.)

Q1: Nganong nahimo man kang katabang ug unsa man ang imong gilaumang mahitabo sa trabaho?

(How did you become involved in domestic work, and what were your initial expectations or motivations?)

Ans 1: Kadlawon mi molakaw haron daghan ang amoang mabaligya. Usa ka adlaw pagkahuman namo ug baligya ni mama ug utan, pag-abot namo sa balay nakit-an namo ang akoang manghod nga babaye nga wala nay sinina ug nagdugo ang iyahang kinatawo. Naghilak si mama ug nagkurog sa iyahang nakit-an. Naluoy siya sa akoang igsoon. Samot pa nga nahibaw-an namo nga ang akoang papa ang miabuso sa akoang manghod. Gi report ni mama ang insidente sa pulis ug gipangita ang akoang papa hangtod sa nakit-an ug napreso siya. Si mama mihunong usa ug pagbaligya kay nag-atiman siya sa akoang manghod. Mao to nga ako ang nangita ug pamaagi nga motabang sa pamilya. Naay silingan namo nga nagsulti na naa siyay kaila nga nangita ug katabang sa Cebu. Wala man giingon kung asa didto basta sa Cebu daw. Ang akoang edad ato na panahon kay 10 anyos. Makasweldo kuno ko ug Php5,000 kada bulan unya sa sulod lang sa balay ang akoang trabaho. Magpa Kasambahay kuno ko. Suportahan pud sa akoang amo ang akoang pag eskwela. Tungod sa giingon sa amoang silingan nadani ko na dawaton ang trabaho. Miadto mi sa Cebu pero wala ko kabalo asa jud to nga lugar kay misakay man mi sa bus, jeep ug tricycle. Ambot asa to nga lugar. Pag-abot namo sa balay nga dako, naay guard nga nagbantay. Naa pud dagko

nga iro nga naa sa ilahang kulungan. Pagkahuman naay gihatag nga sobre ang akoang employer sa akoang silingan. Giingnan ko sa akoang silingan nga magbinuutan didto ug tumanon nako tanang sugo sa akoang amo. Paghawa sa akoang silingan gipatrabaho na dayon ko sa akoang employer. Gipalimpyo ko sa sulod sa balay, nagpakaon sa dagkong iro ug naghugas sa ilahang puluy-anan. Daghan pa nga trabaho ang gipahimo sa akoo. Gipakaon ko niya ug pan-os nga pagkaon ug gipatulog sa kulungan sa iro. Ang akoang mga sinina gikuha niya ug gitagaan ko ug gisi nga sinina. Kada adlaw pukawon ko ug alas dos sa kadlawon para manglimpyo sa tulo ka andanas nga balay, magputol sa mga damo, magpakaon sa mga iro, magligo niini, ug manglaba sa mga sinina nila. Wala koy pahuway bisan sa hapon. Matapos ang akoang trabaho mga alas dose na sa kadlawon kay daghan pa man sila sugo. Tulo ka oras ra ko makatulog sa ilaha. Nag-antos ko ug 3 ka tuig unya walay sweldo nga nadawat. Hangtod usa ka adlaw milakaw ang guardiya nakahigayon ko ug gawas sa balay ug misakay dayon ug tricycle unya nagbalhin balhin ug jeep. Wala ko kabalo kung asa ko moadto hangtod naabot ko sa simbahan – Birhen sa Regla. Nag-ampo ko didto samtang naghilak na hinaot naay motabang kanako. Samtang nag-ampo ko naay usa ka tiguwang nga babaye ang miduol sa akoo ug nangutana kung naunsa ko. Didto nako gisaysay ang akoang kahimtang. Giingnan ko niya nga mag report sa pulis pero tungod sa kahadlok ako siyang gisultian nga ayaw na lang. naluoy jud ang babaye sa akoo. Nag-ingon siya nga pareha kuno ko sa nawong sa iyahang anak nga namatay maong gikuha ko niya para motabang sa iyaha sa balay. ako dayon gidawat kay wala ko kabalo asa padulong. Maayo man ang pagtratar niya kanako. Nag trabaho ko sa sulod sa iyahang balay. Manglimpyo ko, manglaba, magluto ug magbantay sa iyahang gamay nga tindahan. Gitagaan pud ko niya ug Php5,000 ug bonus kada December. Wala pa ko niya ma enroll sa SSS ug Philhealth kay minor pa man ko. Pero miingon siya nga kung mahimo na kong 18 years old kuhaan dayon ko niya. Mga lima ka oras ra man ang akoang trabaho sa balay. Alas otso ko momata sa buntag ug ala sais unya mahuman ko ug alas onse sa buntag kay magpahuway ko bag-o moadto sa eskwela. Nag Alternative Learning System (ALS) ko pag elementary ug nakapasar pud. Pag Grade 10 mihumong ko sa pag eskwela kay nasakit ang akoang amo ug cancer. Ako ang nag-atiman sa iyaha sa ospital kay ang mga anak niya kay nagtrabaho man. Dugay pud mi sa ospital. Wala nako nakaabot sa pag enroll. Pero ok ra kay dako ang akoang utang kabubut-on sa akoang amo. Karon medyo ok naman ang akoang amo unya naa na pud ang iyahang anak nga babaye nga nag-atiman sa iyaha. Bisang lisod ang mga nahitabo sa akoo, nag-ingon jud ko na magpadayon ko sa akoang kinabuhi para makatabang sa pamilya. Nakahimamat ko balik sa akoang pamilya tungod sa akoang employer karon. Nangita jud siya ug pamaagi na makit-an sila. Nakaingon ko sa akoang kaugalingon, dili jud ko mo give up bisan pa sa kalisod na akoang naagian para sa akoang pamilya.

(One day after mom and I sold vegetables, when we got home we found my younger sister with no clothes on and her genital was bleeding. My mother cried and trembled at what she found. He felt sorry for my sister. The worst thing was that my father abused my younger sibling. My mother immediately reported the incident to the police. My father already left our house. Fortunately, the police officers caught and imprisoned my father. My mother stopped selling because she needs to take care of my sibling. That's why I decided to work to earn for a living. A neighbor of ours said that he knows someone who is looking for a Kasambahay in Cebu. He didn't say where the exact location was located except that it was in Cebu. My age at that time was 10 years old. He added that I can earn Php5,000 per month and my work is only inside the house as a Kasambahay. Furthermore, my employer will also support my schooling. Because of what our neighbor said, I was persuaded to accept the job. We went to Cebu but I don't know which place it is because we rode a bus, jeep and tricycle. I wonder where that place is. When we got to the big house, there was a guard manning the gate. There is also a big dog in their cage. After that, my employer gave an envelope to my neighbor. My neighbor told me to be nice there and to obey all the orders of my employer. After my neighbor left, my employer immediately let me work. I made them clean the inside of the house, feed the big dogs and wash their cages. I had a lot to do. I was also surprised when my employer gave me spoiled food and instructed me to sleep in a vacant dog cage. My employer also took my clothes and gave me torn clothes. Every day I wake up at two in the morning to clean the three-story house, cut the grass, feed the dogs, bathe them, and wash their clothes. I have no rest even in the afternoon. I finish my work at around 12:00 am because they still have a lot of orders. I can only sleep for three hours. I suffered for 3 years and then received no salary. Until one day when the guard left his post, I got a chance to go out of the house and immediately ride a tricycle and then transfer to a jeep. I didn't know where I was going until I got to the church – Birhen sa Regla. I prayed there while

crying hoping someone would help me. While I was praying, an old woman approached me and asked how I was. There I explained my situation. She told me to report to the police but out of fear I told her not to. The woman felt sorry for me. She said I look like her son who died years ago. She offered me to stay with her and work as a Kasambahay. Nowhere to go, I immediately accepted her offer. She treated me well. I work inside her house. I clean, wash, cook and look after her little store. She also gave me Php5,000 salaries per month and a bonus every December. She said that she will also register me in SSS and Philhealth when I turned 18 years old. I only work about five hours at home. I wake up at six o'clock in the morning and finish at eleven o'clock because I have to rest before going to school. I did Alternative Learning System (ALS) in elementary school and passed. When I was in Grade 10, I decided to stop from schooling to take care of my sick employer who was hospitalized. I owe a lot to my employer. I should take care of her. Now my employer is recuperating and his youngest daughter stayed at home to take care of her as well. They told me to enroll this coming school year. My experience with my previous employer was worst, but I am thankful because the Lord provided me a good employer. Even though the experience was difficult, I will still continue to help my family. I was able to communicate with them back with the help of my present employer. I sent money to them. Despite all the difficulties, I will never give up for my family.)

Q2: Pwede ba nimong isaysay/ ihulagway ang imong adlaw-adlaw nga trabaho isip katabang? Unsa mang orasa ka magsugod trabaho ug mahuman? Nagdawat ba ka og sweldo ug mga benepisyo sa trabaho? Ginunsa ka pagtratar sa imong amo og kabanay iniini?

(Can you explain/describe your daily work as a helper? What time do you start and finish work? Do you receive a salary and benefits at work? How did your boss treat you and this relative?)

Ans 2: Ang akoang trabaho matag adlaw kay manglimpyo, manglaba, magluto ug magbantay sa gamay nga tindahan sa akoang amo. Momata ko ug alas sais sa buntag kutob alas diyes kay magpahuway pa man ko bag-o moadto sa eskwela. Makaya ra jud nako ang trabaho kay duha ra man mi sa balay sa akoang employer. Sa duol ra man pud nagpuyo ang iyahang mga anak maong makabisita ra pud sila. Pero katong nasakit ang akoang employer, ang iyahang kinamanghuran nga anak nagtinir sa balay para atimanun pud siya. Giswelduhan ko ug Php5,000 kada bulan. Ingon akong employer kung mag 18 years old kuno ko, iyaha koi pa rehistro sa SSS ug PhilHealth. Maayo pud noon para naa koy madawat nga pension inig tigulang nako. Taggan pud ko niya ug bonus kada December. Makatigom jud ko ug makapadala pud sa akoang pamilya. Maayo ra jud sa akoo ang akoang amo apil ang iyahang mga anak. Gitratar ko nila sama ilahang pamilya. Makakaon ko kung unsa ilahang kan-on ug iuban pud ko nila asa sila moadto if naay mga okasyon. Nalipay jud ko bisan nga nagtrabaho ko sama Batang Kasambahay pero nakakita jud ko ug maayo nga employer.

(My daily tasks includes cleaning, washing, cooking and manning the small store of my employer. I wake up at six in the morning until ten in the morning because I still have to rest before going to school. I can handle the job because there are only two of us in my employer's house. His children also live nearby so they can visit. But when my employer got sick, his youngest daughter stayed at home to take care of her. I am paid Php5,000 per month. According to my employer, if I reached 18 years old, she will register me in SSS and PhilHealth. It was also good for me to have a pension when I get old. She also gives me a bonus every December. I can save and send to my family. My employer and her children are good to me. They treated me like their family. I eat what they eat. I go with them during occasions. i am happy now even if I am a Batang Kasambahay because I found a good employer.)

Q3: Unsay mga hagit o mga kalisod nga imong nasugatan sa imong trabaho isip usa ka Batang Kasambahay?

(What challenges or difficulties have you encountered while working as a Batang Kasambahay?)

Ans 3: Ang hagit o kalisod nga akoang naagian kay katong mahilayo ko sa akoang pamilya kay dili sayon ang pagtrabaho nga bata pa ka. Unya nakaagi pud ko sa dili maayo nga employer. Abi nako dili nako mabuhi tungod sa bating pagtratar nila sa akoo. Nagpasalamat ko nga ang Ginoo nagtabang jud sa akoo kay gihatagan ko niya ug maayo nga employer kung asa tukob karon naa pa ko sa ilaha. Ang tanang kalisod nakapaglig-on sa akoo nga dili ko dayon mo give up sa tanang pagsulay sa kinabuhi.

(The challenge or difficulty that I went through was that when I am away from my family because it is not easy to work when you are young. Then I also went through a bad employer. I feared if I could live with how they treated me. I am thankful to the Lord for helping me because he gave me a good employer

where I am still with them. All the difficulties made me stronger and that I will not give up immediately in all the trials of life.)

Q4: Unsa ang imong mga damgo ug mga pangandoy sa kinabuhi, ug sa unsang paagi ang imong trabaho karon isip usa ka bata nga domestic worker?

(What are your dreams and aspirations in life, and how does your current work as a child domestic worker influence it?)

Ans 4: Ang akoang pangandoy nga makahuman jud ko sa pag eskwela haron mahimo ko nga teacher. Ganahan ko motudlo sa mga bata didto sa amoang lugar kay daghan man didto wala ka eskwela ug dili pud tagaan sa ginikanan ug bili ang pag eskwela. Kay akoang nakit-an kung unsa ka importante nga mahuman sap ag eskwela kay makakuha ka ug trabaho nga mas tarong. Dili man pud pwede nga kutob na lang pagka Kasambahay ang akoang buhaton. Mas makatabang ko sa akoang pamilya kun didto na ko magtrabaho. Ang paglahutay sa tanang pagsulay nakatabang sa akua haron malig-on ang akoang kaugalingon ug pagtuo sa Ginoo. Nga magpadayon lang sa kinabuhi kay walay problema nga dili jud masulbad.

(My dream is to finish school and become a teacher. I like to teach the children in our community because there are many people who do not go to school and the parents do not value going to school. I have realized the importance of completing the education to have a better job. Of course, I do not want to become a Kasambahay forever. Enduring all the trials helped me to strengthen myself and faith in the Lord. I just need to be strong in life because there is no problem that cannot be solved.)

Q5: Unsa nga suporta o hinabang ang imong nadawat sa gobyerno sama Batang Kasambahay? Unsay imong ika-sugyot sa gobyerno para molambo ang kinabuhi sa mga Batang Kasambahay?

(What support or assistance do you receive from the government as Batang Kasambahay? What do you suggest to the government to improve the lives of the Batang Kasambahay?)

Ans 5: Wala'y serbisyo sa gobyerno nga akong nahibal-an. Wala man koy nadawat nga tabang. Akong sugyot nga ang DSWD sa Lapu-Lapu nga mobisita ug modokumento sa tanang Batang Kasambahay sa dakbayan, bantayan pag-ayo aron malikayan ang posibleng pag-abuso sa mga menor de edad sama nako. Gusto pud nako nga adunay panagtapok sa tanang Kasambahay sa dakbayan aron mahibaw-an ang ubang Batang Kasambahay sa dakbayan. Kinahanglan usab nga hatagan mi og tabang sa edukasyon, medikal ug puy-anan aron kita masiguro sa kaluwasan ug seguridad.

(There are no government services that I am aware of. I did not get any help either. I propose that the DSWD of Lapu-Lapu will designate staff members to visit and document all Batang Kasambahays in the city, keeping a careful eye on them to prevent potential abuses against minors such as ourselves. I want to have a gathering of all Kasambahays in the city to be aware of other Batang Kasambahays in the city. We should also be given educational, medical and shelter assistance so that we are assured of safety and security.)



APPENDIX F

Letter-proposal to conduct research study

 **UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION**
Salinas Drive, Lungsod, Cebu City, 6000 Philippines • Tel No.: (0333) 414-8773 Email: gradschool@uspff.edu.ph

10 January 2024

Superintendent MARILYN S. ANDALES, EDD, CESO V
Schools Division Superintendent
Department of Education
Lapu-Lapu City Division

Dear Superintendent Andales:

I would like to conduct a study, entitled *The Invisible Workers: The Untold Stories of Baling Kasambahays*. This study would explore the experiences and challenges of Baling Kasambahays and know how their issues can be addressed by the government through the implementation of programs and services for the Kasambahays. The data that will be gathered will be vital so that the local government units will strengthen its programs and services for the Kasambahays in their locality.

The research study is part of the requirement in the fulfillment of the course in Masters of Science in Social Work at the University of Southern Philippines, Foundation (USPF). The findings of this study shall be presented to the City Social Welfare and Development Office of Lapu-Lapu City as the implementer of the programs and services for Kasambahays in the said locality.

In this light, I would like to request for permission to conduct interview and focused group discussion with you and your personnel who have knowledge on students who are baling kasambahays on January 18, 2024.

Your approval for this request is highly appreciated. Thank you and best of luck to your most important work.


Jepheth R. Aquino
MSW Student
USPF

Noted by: _____ Approved: _____


Ms. Leahy Corina Magallon
Admstr
MSW

Date Signed: 1/16/24
[Signature]

 **UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION**
Salinas Drive, Lungsod, Cebu City, 6000 Philippines • Tel No.: (0333) 414-8773 Email: gradschool@uspff.edu.ph

10 January 2024

Mr. JUNARD ABALOS
Head
City Social Welfare and Development Office
Lapu-Lapu City

Dear Mr. Abalos:

I would like to conduct a study, entitled *The Invisible Workers: The Untold Stories of Baling Kasambahays*. This study would explore the experiences and challenges of Baling Kasambahays and know how their issues can be addressed by the government through the implementation of programs and services for the Kasambahays. The data that will be gathered will be vital so that the local government units will strengthen its programs and services for the Kasambahays in their locality.

The research study is part of the requirement in the fulfillment of the course in Masters of Science in Social Work at the University of Southern Philippines, Foundation (USPF). The findings of this study shall be presented to the City Social Welfare and Development Office of Lapu-Lapu City as the implementer of the programs and services for Kasambahays in the said locality.

In this light, I would like to request for permission to conduct interview and focused group discussion with you and your personnel who have knowledge on baling kasambahays on January 18, 2024.

Your approval for this request is highly appreciated. Thank you and best of luck to your most important work.


Jepheth R. Aquino
MSW Student
USPF

Noted by: _____ Approved: _____


Ms. Leahy Corina Magallon
Admstr
MSW

Date Signed: 1/16/24
[Signature]

 **UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION**
Salinas Drive, Lungsod, Cebu City, 6000 Philippines • Tel No.: (0333) 414-8773 Email: gradschool@uspff.edu.ph

10 January 2024

Mrs. MAREOU T. AQUINO
Principal
Pursak Night High School
Lapu-Lapu City

Dear Mrs. Aquino:

I would like to conduct a study, entitled *The Invisible Workers: The Untold Stories of Baling Kasambahays*. This study would explore the experiences and challenges of Baling Kasambahays and know how their issues can be addressed by the government through the implementation of programs and services for the Kasambahays. The data that will be gathered will be vital so that the local government units will strengthen its programs and services for the Kasambahays in their locality.

The research study is part of the requirement in the fulfillment of the course in Masters of Science in Social Work at the University of Southern Philippines, Foundation (USPF). The findings of this study shall be presented to the City Social Welfare and Development Office of Lapu-Lapu City as the implementer of the programs and services for Kasambahays in the said locality.

In this light, I would like to request for permission to conduct interview and focused group discussion with your students who are working as baling kasambahays on January 14, 2024.

Your approval for this request is highly appreciated. Thank you and best of luck to your most important work.


Jepheth R. Aquino
MSW Student
USPF

Noted by: _____ Approved: _____


Ms. Leahy Corina Magallon
Admstr
MSW

Date Signed: 1/16/24
[Signature]

 **UNIVERSITY OF SOUTHERN PHILIPPINES FOUNDATION**
Salinas Drive, Lungsod, Cebu City, 6000 Philippines • Tel No.: (0333) 414-8773 Email: gradschool@uspff.edu.ph

10 January 2024

Mrs. LORNA TUMILAKTORING
Principal
Gunsig Night High School
Lapu-Lapu City

Dear Mrs. Toring:

I would like to conduct a study, entitled *The Invisible Workers: The Untold Stories of Baling Kasambahays*. This study would explore the experiences and challenges of Baling Kasambahays and know how their issues can be addressed by the government through the implementation of programs and services for the Kasambahays. The data that will be gathered will be vital so that the local government units will strengthen its programs and services for the Kasambahays in their locality.

The research study is part of the requirement in the fulfillment of the course in Masters of Science in Social Work at the University of Southern Philippines, Foundation (USPF). The findings of this study shall be presented to the City Social Welfare and Development Office of Lapu-Lapu City as the implementer of the programs and services for Kasambahays in the said locality.

In this light, I would like to request for permission to conduct interview and focused group discussion with your students who are working as baling kasambahays on January 14, 2024.

Your approval for this request is highly appreciated. Thank you and best of luck to your most important work.


Jepheth R. Aquino
MSW Student
USPF

Noted by: _____ Approved: _____


Ms. Leahy Corina Magallon
Admstr
MSW

Date Signed: 1/16/24
[Signature]



IJRTI

APPENDIX G

JENNETH ROBLES-AQUINO, RSW, LPT, DPA

Leonara St., Talisay City, Cebu

Philippines, 6000

Cellphone No. +639186776928

E-mail Address: nethroblesaquino@gmail.com



OBJECTIVE

A passionate social worker and teacher with a proven track record in case management, technical assistance, and impactful teaching. Seeking to leverage expertise in advocating for vulnerable individuals and delivering educational programs to foster positive community change. Eager to contribute compassionate leadership and innovative solutions in a dynamic educational and social service environment.

REFERENCES

Justice Portia Hormachuelos/
0942-2736164

Dr. Ester Concha/
0917-327021

Rev. Leny Jovita/
09231457052

ADDRESS

Leonara St., Talisay City,
Cebu, Philippines, 6000

EXPERIENCE

Position: Regional Youth Focal Person

Protective Services Division

Department of Social Welfare and Development Region VII

M.J. Cuenco, Cebu City

March 2024 up to present

Provides technical assistance as to the implementation of the community and center-based programs for the youth in the areas which include education, employment, hunger, and poverty, health, environment, drug abuse, juvenile delinquency, leisure time activities, girls and young women and full effective participation of youth in society and decision-making into the national plans and programs.

Act as Resource Person to various social welfare and development topics and issues. Augment in the rescue operation of abused children and women. Conduct payouts to indigent residents in Region VII.

Position: Center Head

Reception and Study Center for Children

Department of Social Welfare and Development Region VII

Labangon, Cebu City

January 2023 to March 2024

Supervises the over-all operation of the residential facility catering to children ages 0-6 years old who are abandoned, neglected, abused, and surrendered to provide temporary shelter while processing documents for reintegration or permanent adoption.

Handles the case management of the referred children. Directly interact with

CELLPHONE NUMBER

09186776928

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the children with intellectual and physical disabilities. Provide daily activities to them such as indoor and outdoor activities. Closely monitor their condition inside the center and ensure that they will receive the best care and service to achieve total growth development.

Provides coaching/ mentoring to subordinates, conducts leadership training activities, and monitors the case management of Social Workers, Nurses and Houseparents to ensure that the needs of the children are properly addressed. Coordinates and provides technical assistance with National Government Agencies, Local Government Units, and Non-Government Organizations in the augmentation of the resources for the children. Strengthens partnership with Academe and other volunteers in responding to other concerns of the children. Acts as Resource Persons on different topics related to children, women, family, PWDs. Provides technical assistance to LGUs in the operation of social welfare programs and services. Participates in rescue and disaster operations. Member of Bidding and Awards Committee and Personnel Committee. Does other related tasks.

Position: Section Head*Capability Building Section**Department of Social Welfare and Development Region VII**M.J. Cuenco, Cebu City**October 2019 to August 2022*

Monitors the operation of Capability Building Section that provides learning and development activities to external and internal partners of the department. Supervise the implementation of the institutional development and capability building (IDCB) agenda in line with the DSWD Thrust and Priorities and result of needs assessment. Provide technical assistance to intermediaries on initiated capability building activities for social welfare and development. Supervise implementation of Knowledge Management Agenda, Regional Learning and Resource Center (RLRC), Social Welfare and Development Learning Network (SWDL-NET), Bayanihang Bayan program, Student Training Program (STP), and Social Welfare and Development (SWD) Forum. Orchestrate clearing house function of all initiated capability building activities. Conduct trainings/ seminars on Children and Women issues, provide technical assistance to LGUs about CICL and other cases concerning children & women, Participate in rescue and disaster operations. Does other related tasks.

Position: OIC Social Services Unit*Department of Social Welfare and Development Region VII**Area Vocational Rehabilitation Center II**M.J. Cuenco, Cebu City**August 2016 to October 2019*

Acts as Social Service Head in absence of the supervisor. Monitor the status of center operation with regard to case management.

Handles case management cases of PWD trainees, court-related cases, conducts trainings/ seminars on Children and Women issues, provide technical assistance to LGUs about CICL and other cases concerning children & women, act as secretariat of RSCWC meetings, participate in rescue and disaster operations, focal of E-AICS 5th North District and assist travel clearance applications of minors travelling abroad. Does other related tasks.

Position: Social Welfare Officer II

November 2012 up to August 2016

Social Welfare and Development Cebu (SWAD Cebu)

Department of Social Welfare and Development Region VII

M.J. Cuenco, Cebu City

Handles case management in the community. Addresses concerns as referred to the office on social welfare programs issues in the community. Prepares case study reports for children for adoption. Conducts trainings/seminars on children, women, and family. Provides technical assistance to LGUs regarding social welfare programs operations. Acts as secretariat of RSCWC meetings. Participates in rescue and disaster operations. Focal person of Extension Assistance to Individuals in Crisis Situation. Process travel clearance applications of minors travelling abroad. Does other related tasks.

Position: Head Social Worker

Visayan Forum Foundation, Incorporated

Room 2-I Sail Center, Cebu City

September 2008 up to November 2012

Supervises the social service operation of the agency. Does advocacy work on Human Trafficking and Child Domestic Workers. Attend inter-agency meetings. Facilitate trainings and seminars to partner agencies. Coordinate with other stakeholders regarding concerns of women and children. Conduct case management activities such as counseling, case work, group work and values formation to abused Kasambahays and other trafficked victims. Monitor the situation of abused children and women in Cebu. Perform other assigned tasks.

Position: Part Time Instructor

Bradford Christian College

Osmena Blvd., Cebu City

June 2019 to August 2022

Position: Part Time Instructor

University of Southern Philippines Foundation, Inc.

Salinas Drive, Lahug Cebu City

June 2013 up to March 2016

Acts as part time teacher for undergrad students in the institutions. Make accomplishment reports, class records and other pertinent document needed for the course. Perform other tasks as assigned by the College Dean.

EDUCATION

Master of Science in Social Work (MSSW)

University of Southern Philippines Foundation

Salinas Drive, Lahug, Cebu City

Date of Conferment: June 15, 2024

Doctor in Public Administration (DPA)

Cebu Technological University Main Campus

M.J. Cuenco Ave., Cebu City

Date of Conferment: April 7, 2017

Master in Public Administration (MPA)

Cebu Technological University Main Campus

M.J. Cuenco Ave., Cebu City

Date of Conferment: April 2013

Diploma in Professional Education (DPE)

Cebu Technological University Main Campus

M.J. Cuenco Ave., Cebu City

Date of Conferment: March 2015

Bachelor of Science in Social Work (BSSW)

Asian Social Institute

Taft Ave., Manila

Date of Conferment: May 2006

Bachelor of Arts in Communication Arts (AB Comm. Arts)

Philippine Women's University

Major in Public Relations

Taft Ave., Manila

Date of Conferment: March 1997

PROFESSIONAL LICENSURE EXAMINATION

Philippine Licensure Examination for Professional Teachers (LPT)

Professional Regulation Commission-Board of Professional Teachers

License Number: 1498695 Date Passed: October 2016

Philippine Licensure Examination for Social Workers (RSW)

Professional Regulation Commission-Board of Social Workers

License Number: 0015427 Date Passed: June 2006

Civil Service Commission Examination

Sub-Professional Eligibility

Date Passed: August 2001

ORGANIZATIONAL AFFILIATIONS

Board Secretary

Matilda L. Bradford Christian School

Osmeña Blvd., Cebu City

June 2019 up to present

Church Council and Board Treasurer

UCCP Bradford Church and Matilda L. Bradford Christian School

Osmeña Blvd., Cebu City

June 2014 to May 2019

Church Council Secretary

UCCP Bradford Church
Osmeña Blvd., Cebu City
June 2011 to May 2014

Board Secretary

Philippine Association of Social Workers, Inc. Cebu Chapter
Cebu City
December 2011 up to 2015

I certify that the above information is true and correct.



Dr. JENNETH ROBLES-AQUINO
Researcher



IJRTI



CENTER for RESEARCH, PLANNING and DEVELOPMENT

CRPD FORM H-01 GRAMMARLY CERTIFICATION

This is to certify that the below document has been checked through Grammarly software:

Document Title	The Invisible Workers: The Untold Stories of Batang Kasambahays
Requested by	JENNETH R. AQUINO
College / Department	GRADUATE SCHOOL

The following are the results:

Grammar Score	98	PASSED
Plagiarism Score	3	PASSED

See attached detailed results.

Official Receipt No.	O.R No. 2016418160	Date	04 16 24	Amount	200.00
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Certified by

Verified by:


Daisy A. Dayon
IP Coordinator

04/16/2024
Date


Julie Ann Base
Evaluation Coordinator

04/16/2024
Date

CERTIFICATE NUMBER	H-01-042024-562
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