



ADVISORY ON COMPETENCY-BASED WAGE FOR DOMESTIC WORKERS

This Advisory is being issued pursuant to Republic Act No. 10361 or "Batas Kasambahay" which establishes the terms and conditions of employment and promotes the welfare of domestic workers towards decent employment and income.

Specifically, the purpose of this Advisory is to guide household employers and domestic workers who will voluntarily and mutually agree to adopt a competency-based pay scheme in setting and adjusting the pay of domestic workers over and above the applicable minimum wage.

I. Coverage

This Advisory covers all domestic workers and their employers as defined in R.A. 10361, to wit:

"Domestic worker or Kasambahay refers to any person in domestic work within an employment relationship such as, but not limited to, the following: general household help, nursemaid or 'yaya', cook, gardener, or laundry person, but shall exclude any person who performs domestic work only occasionally or sporadically and not on an occupational basis.

The term shall not include children who are under foster family arrangement, and are provided access to education and given an allowance incidental to education, i.e. 'baon', transportation, school projects and school activities."

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

II. Competency-Based Pay Scheme: Conceptual Framework

- a. A competency based pay scheme for domestic workers is a compensation system that rewards domestic workers with additional pay in exchange for formal certification of the domestic worker's mastery of skills, knowledge and/or competencies. This compensation system considers the level and coverage of certification of competencies of domestic workers and grants domestic workers with additional pay for being certified on the elective competencies of the qualification.

Competency pertains to: a) the application of knowledge, skills and attitudes required to complete a work activity in a range of contexts and environment to the standard expected in the workplace; or b) the possession and application of

knowledge, skills and attitudes to the standard of performance required in the workplace.

- b. The Technical Education and Skills Development Authority (TESDA) developed the Training Regulation (TR) for Household Services NC II is a package of competency standards, national qualification, training standards and assessment and certification arrangements. A domestic worker who passes the training or assessment of any of its accredited centers shall be issued a National Certificate (NC) II (Annex A).¹
- c. The Household Services NC II Qualification consists of competencies that a person must achieve to clean living room, dining room, bedrooms, toilet, kitchen, wash and iron clothes, linen, fabric, prepare hot and cold meals/food, provide food and beverage service.

The Units of Competency comprising this Qualification include the following:

| UNIT CODE | BASIC COMPETENCIES |
|------------------|--|
| 500311105 | Participate in workplace communication |
| 500311106 | Work in team environment |
| 500311107 | Practice career professionalism |
| 500311108 | Practice occupational health and safety procedures |

| UNIT CODE | COMMON COMPETENCIES |
|------------------|---|
| HCS913201 | Maintain an effective relationship with clients and customers |
| HCS913202 | Manage own performance |

| UNIT CODE | CORE COMPETENCIES |
|------------------|--|
| HCS913301 | Clean living room, dining room, bedrooms, toilet and kitchen |
| HCS913302 | Wash and iron clothes, linen and fabric |
| HCS913303 | Prepare hot and cold meals/food |
| HCS913304 | Provide food and beverage service |

Under the Household Services NC II, every unit of competency in the core competencies include the training/assessment of use, proper care and correct storage of equipment in the household service (Annex B).²

- d. A domestic worker is entitled to receive at least the minimum wage, regardless of whether he/she possesses the basic, core and common competencies and whether he/she is NC-II certified by TESDA.

¹ The list of TESDA Accredited TechVoc Institutions and TESDA Accredited Assessment Centers for offering Household Services NC II can be downloaded from the TESDA website. <http://www.tesda.gov.ph/Home>.

² The Training Regulations for Household Services NC II may be downloaded from the TESDA website. http://www.tesda.gov.ph/Download/Training_Regulations?Searchcat=Training%20Regulations

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- A large signature at the top right.
- The initials "GTR" in the middle right.
- The initials "me" at the bottom right.
- The initials "Y" at the bottom right.

- e. A domestic worker, however, may add existing competencies by acquiring any of the following elective competencies after passing the national competency assessment, and certified by TESDA:

| UNIT CODE | ELECTIVE COMPETENCIES |
|------------|---|
| HCS323301 | Provide care and support to infants and toddlers |
| HCS323302 | Provide care and support to children |
| HCS323305 | Provide care and support to elderly |
| HCS323306 | Provide care and support to people with special needs |
| HCS 913401 | Assist in the care of animals |
| HCS 913402 | Provide animal care hygiene routines |
| AGR611376 | Trim and prune landscape plants |
| AGR611377 | Perform weeding and cultivation |
| AGR611379 | Water/irrigate plants |
| AGR611380 | Control and prevent plant pest and diseases |

- f. The wages of domestic workers may be adjusted based on learned/acquired competencies of a domestic worker taking into consideration, but not limited to, the following minimum criteria:
- Certified under the TESDA National Certificate II (++) elective competencies) for Household Service Workers;
 - Able to demonstrate or apply the learned competency/ies in his/her work; and
 - Existing market rate for skilled household workers.
- g. Domestic workers who have satisfied the abovementioned criteria may be entitled to an additional compensation equivalent to at least two point two percent (2.2%) of his/her current basic pay for each element of the elective competency/ies acquired. (Annex C).
- h. Employers are encouraged to bear the costs of training, assessment or certification, without prejudice to any agreement between the employer and domestic worker relative to said costs.
- i. Aside from competency, employers may also consider additional pay on the basis of other relevant criteria for adjusting wages such as length of service, work attitude, trustworthiness, etc.

Manila, Philippines. 24 February 2015.

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