

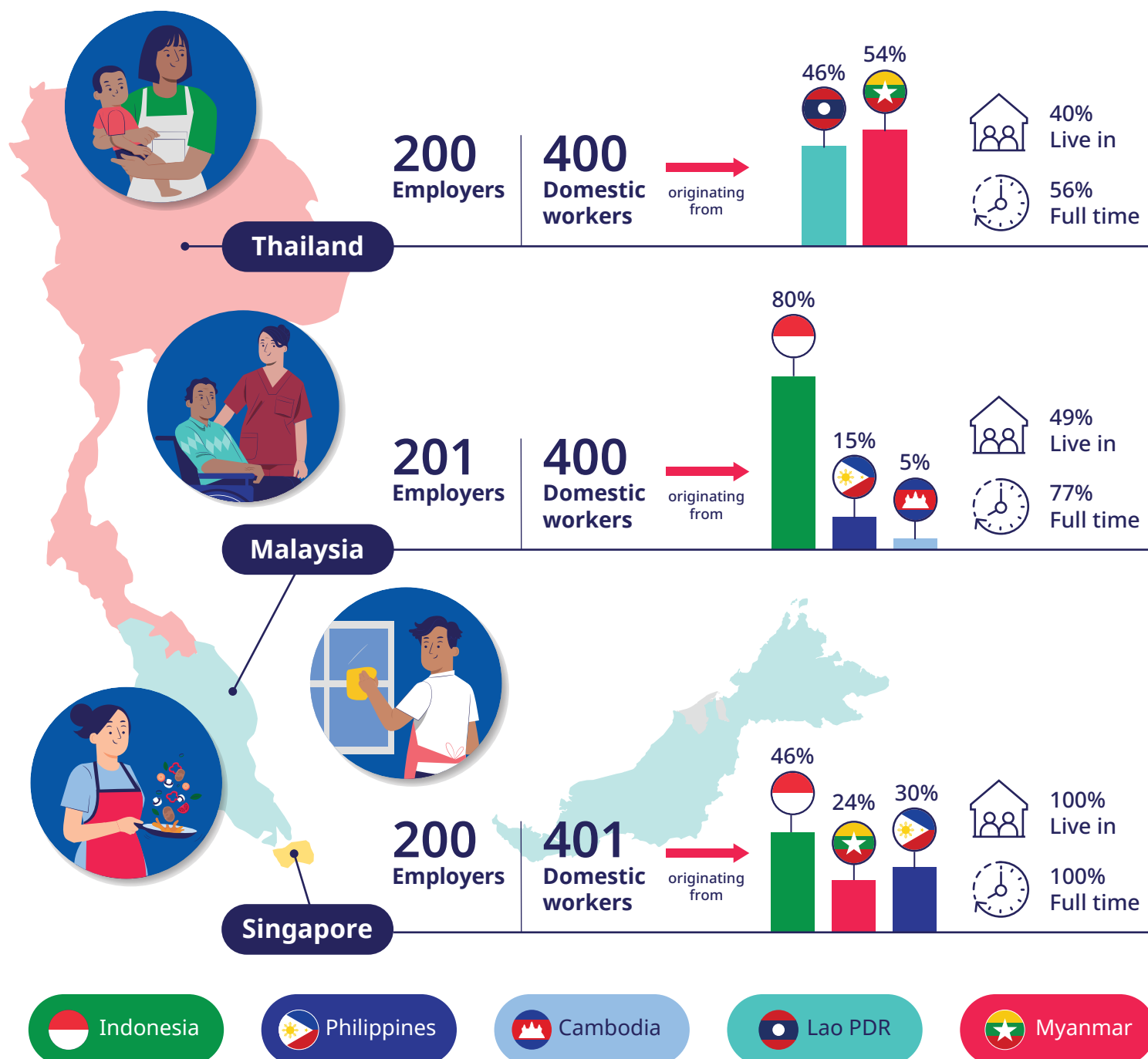
► Skilled to care, forced to work?

Recognizing the skills profiles of migrant domestic workers in ASEAN amid forced labour and exploitation

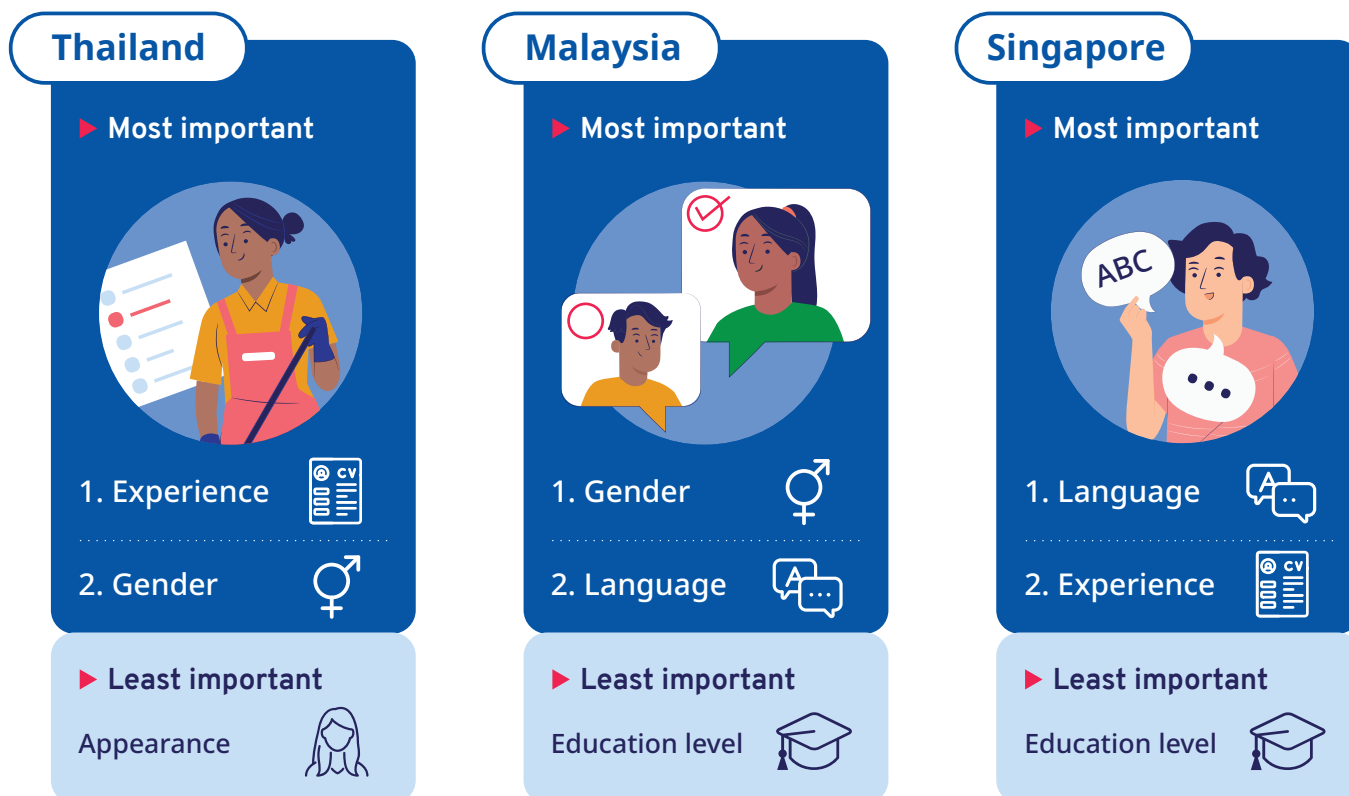
A summary of key findings

The study carried out in 2023 by the International Labour Organization's TRIANGLE in ASEAN programme funded by the Australian Government through the Department of Foreign Affairs and Trade and the Government of Canada through Global Affairs Canada looked at the lived experiences of migrant domestic workers in Malaysia, Singapore and Thailand. It is based on both quantitative and qualitative survey analysis. This summary presents key findings.

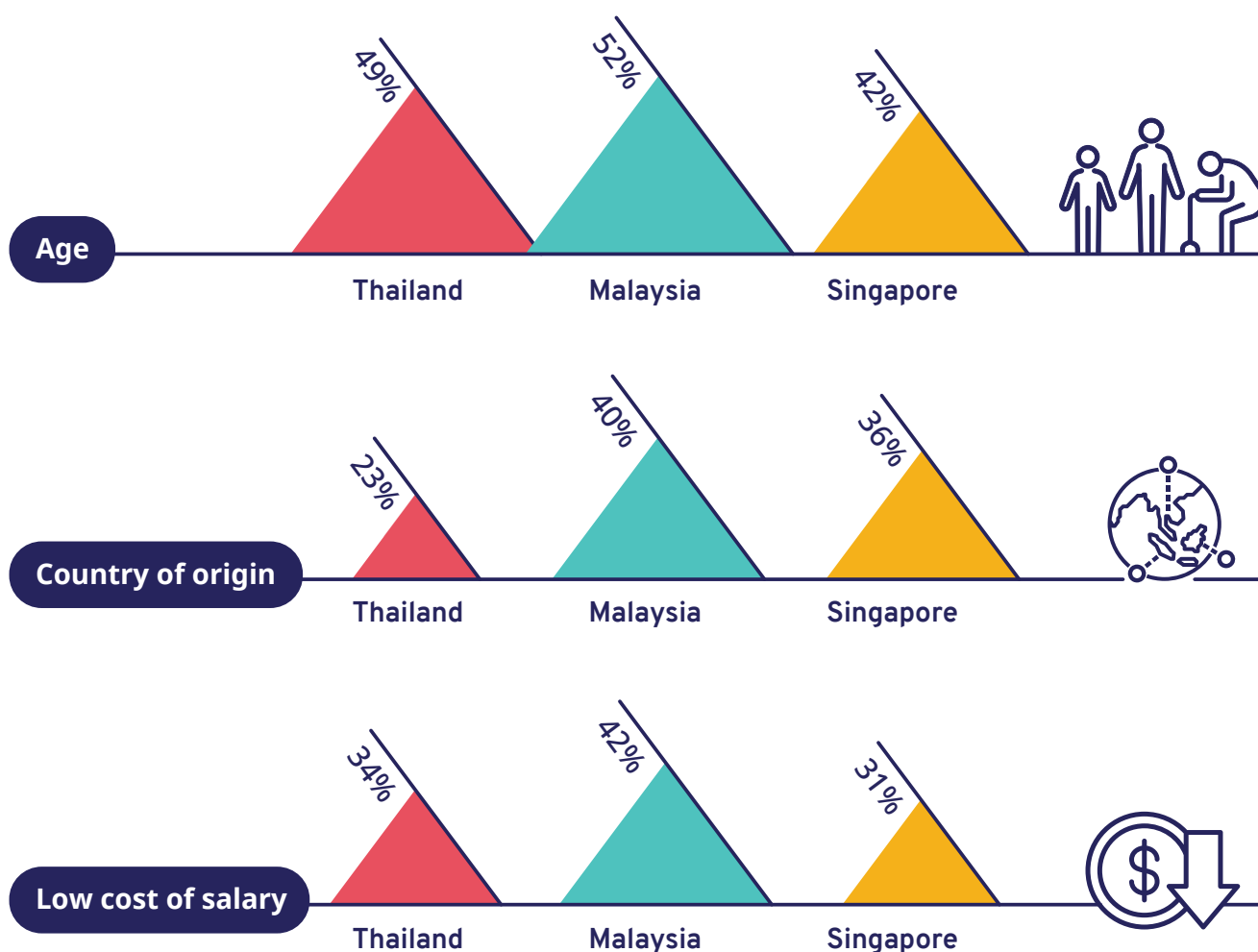
► Who did ILO survey for this study?



► Most and least important criteria to employers when hiring migrant domestic workers



► Selected hiring criteria cited by employers



► What are the main duties carried out by domestic workers?

In all three countries combined



99%

Carried out medium skilled indirect carework
eg. Cooking, cleaning, etc.



62%

Carried out medium skilled direct carework
eg. Elder care, child care, etc.

► What care work do domestic workers do in each country?

*As reported by their employers

Elder care

37%

50%

44%

Thailand

Malaysia

Singapore



Care services for persons with disabilities

15%

27%

25%

Thailand

Malaysia

Singapore



Child care

47%

72%

55%

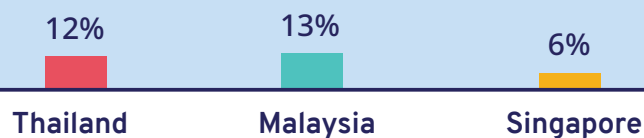
Thailand

Malaysia

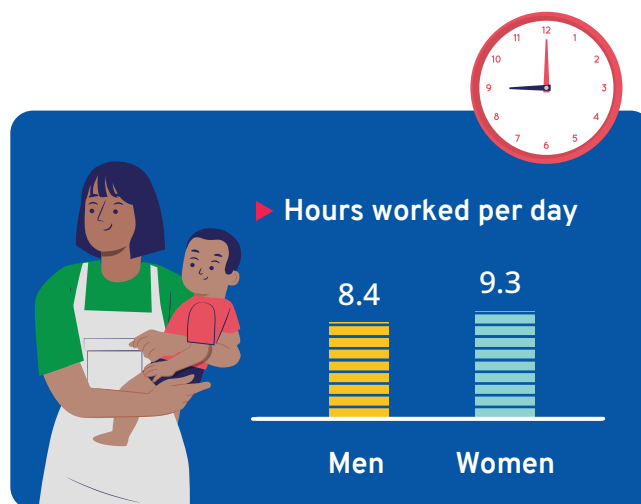
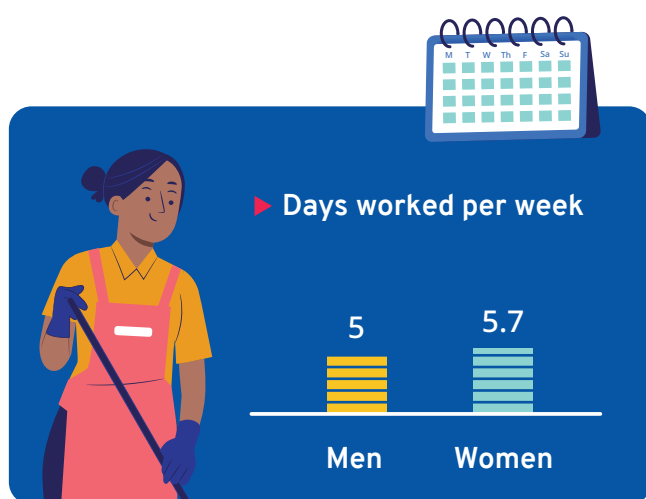
Singapore



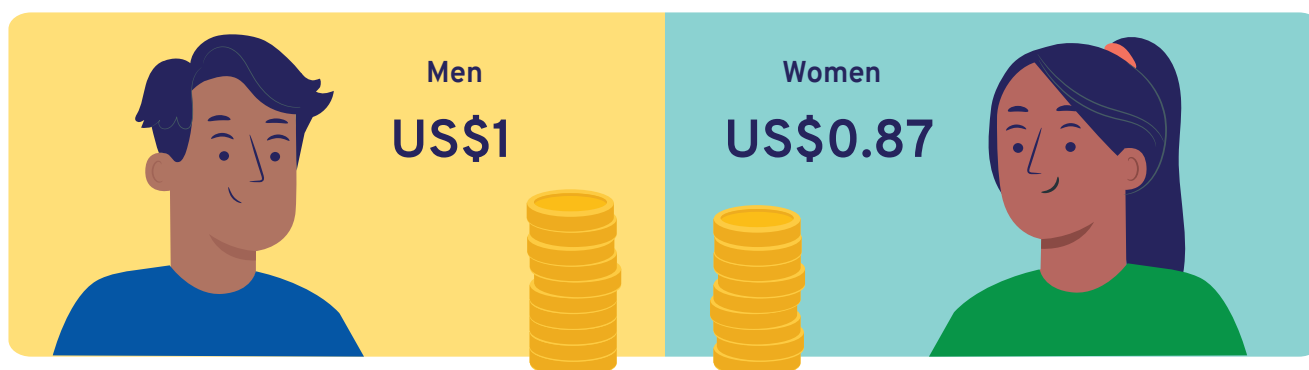
► How many households employ men as domestic workers?



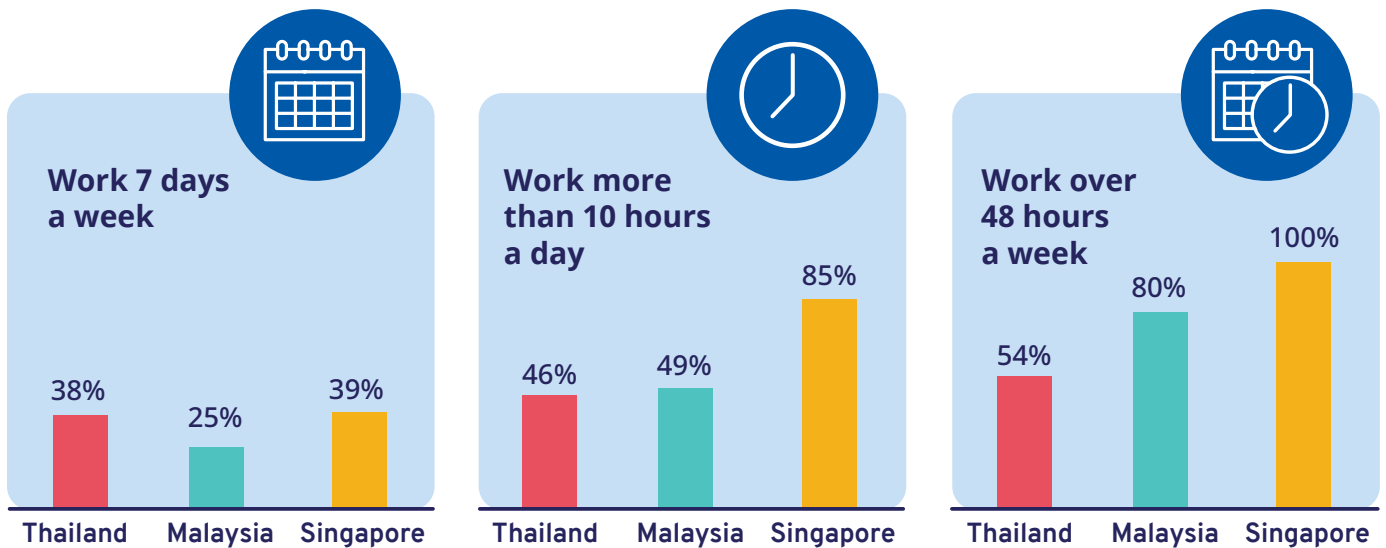
► How do working hours and salary compare between men and women domestic workers?



► Gender wage gap

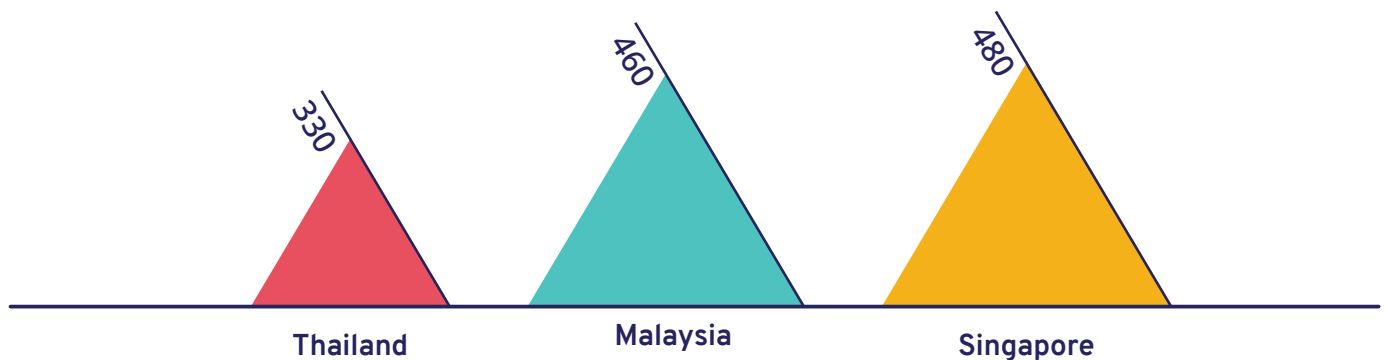


► Where do domestic workers work the longest hours?



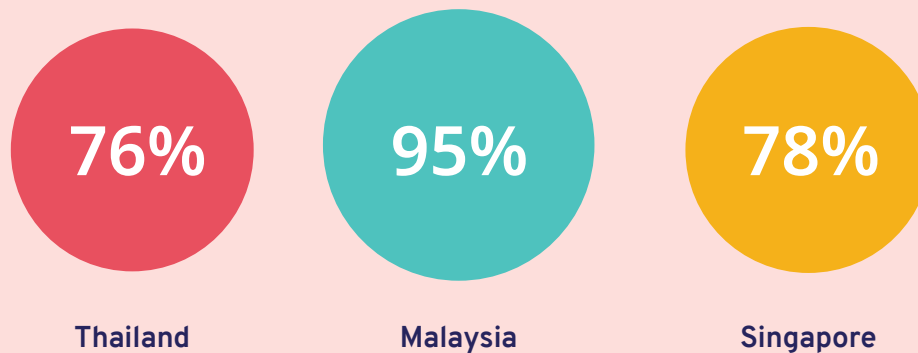
► Are domestic workers receiving minimum wage ?

Average wage (per month, US\$) reported by domestic workers

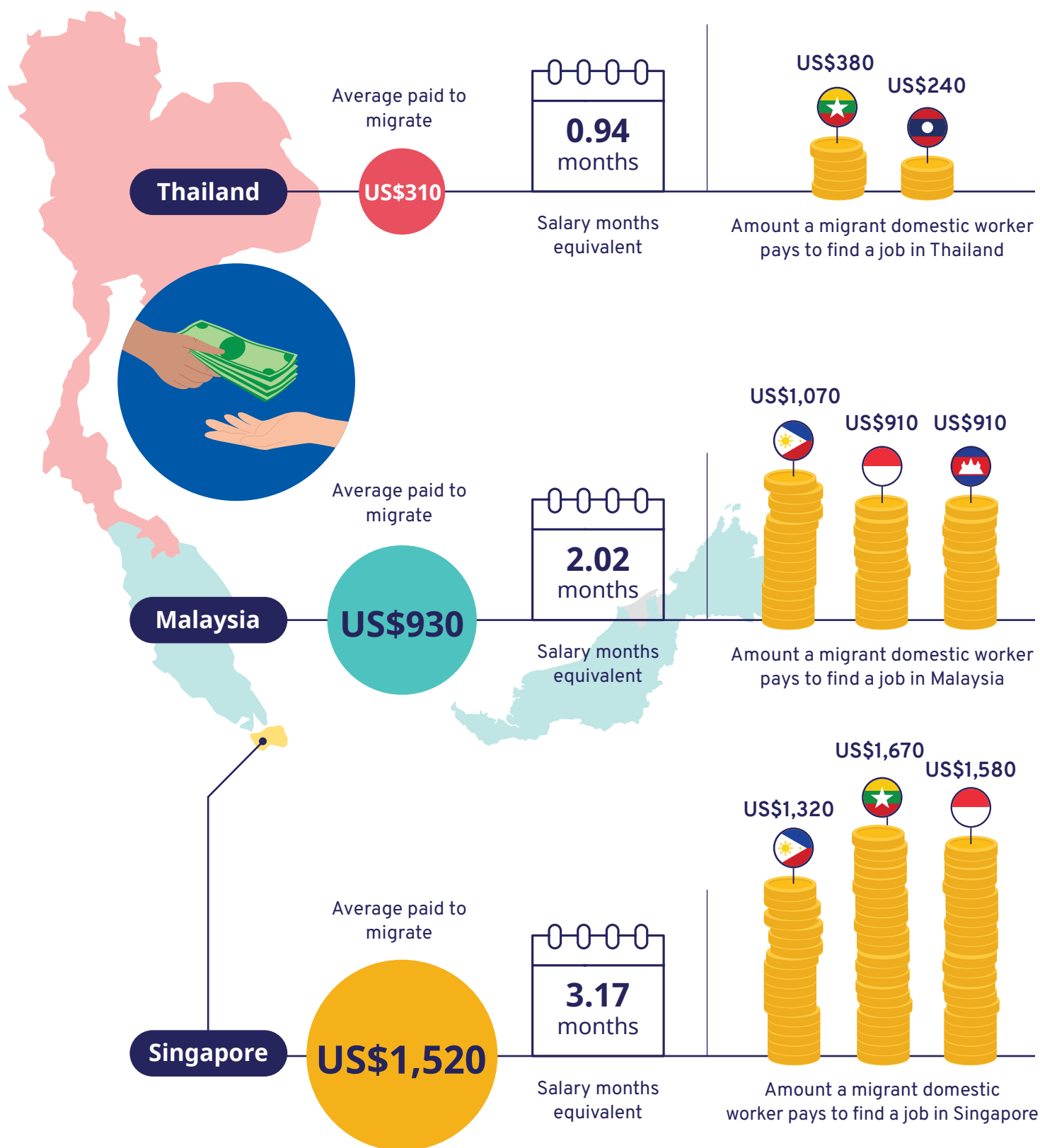


% of minimum wage received, when unpaid overtime is taken into account.

(national minimum wage, or in the case of Singapore minimum wage set by countries of origin)



► How much are migrant domestic workers paying to migrate to work?



 Indonesia

 Philippines

 Cambodia

 Lao PDR

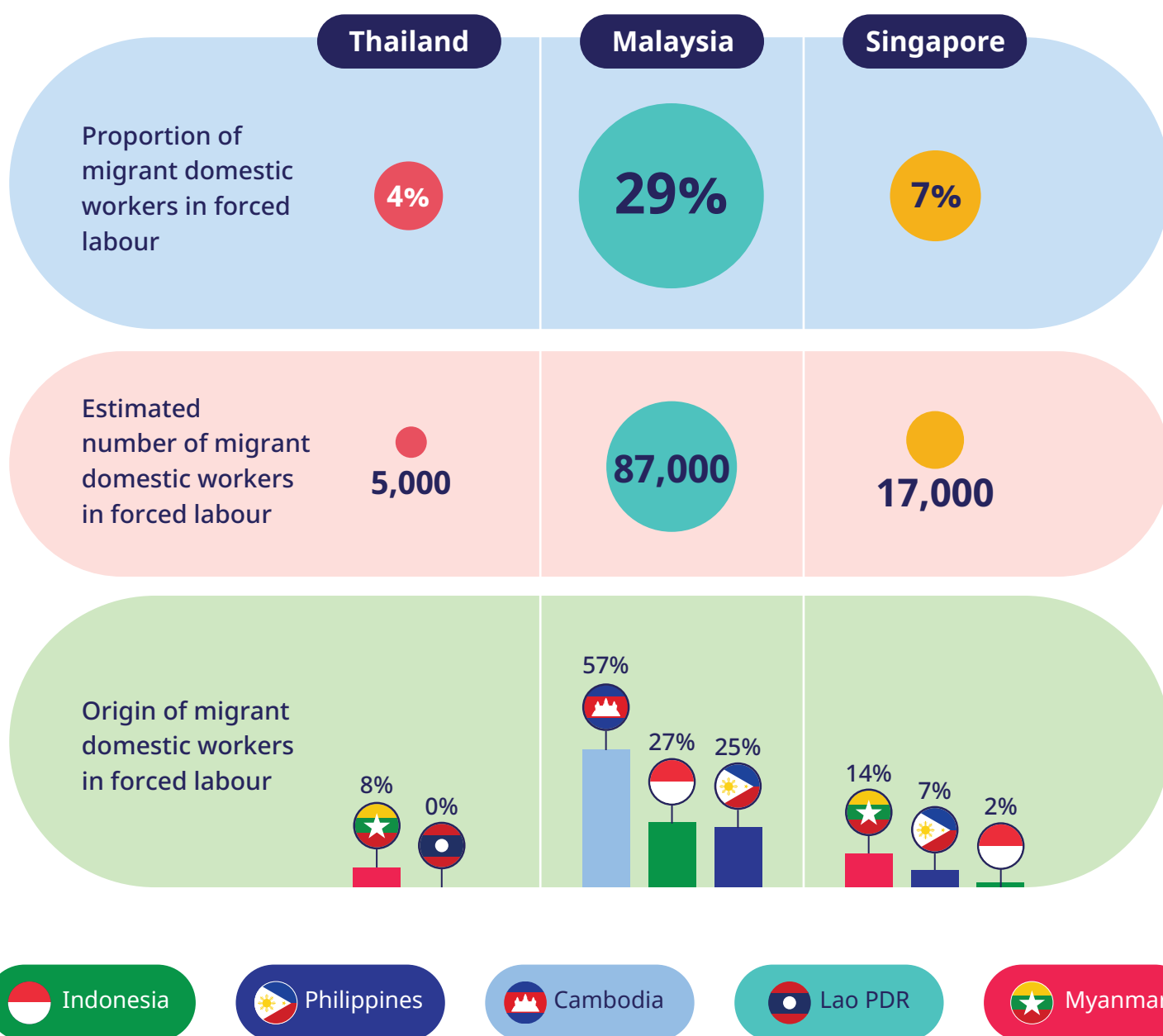
 Myanmar

► What is forced labour?

Involuntary work + threat or penalty = forced labour¹

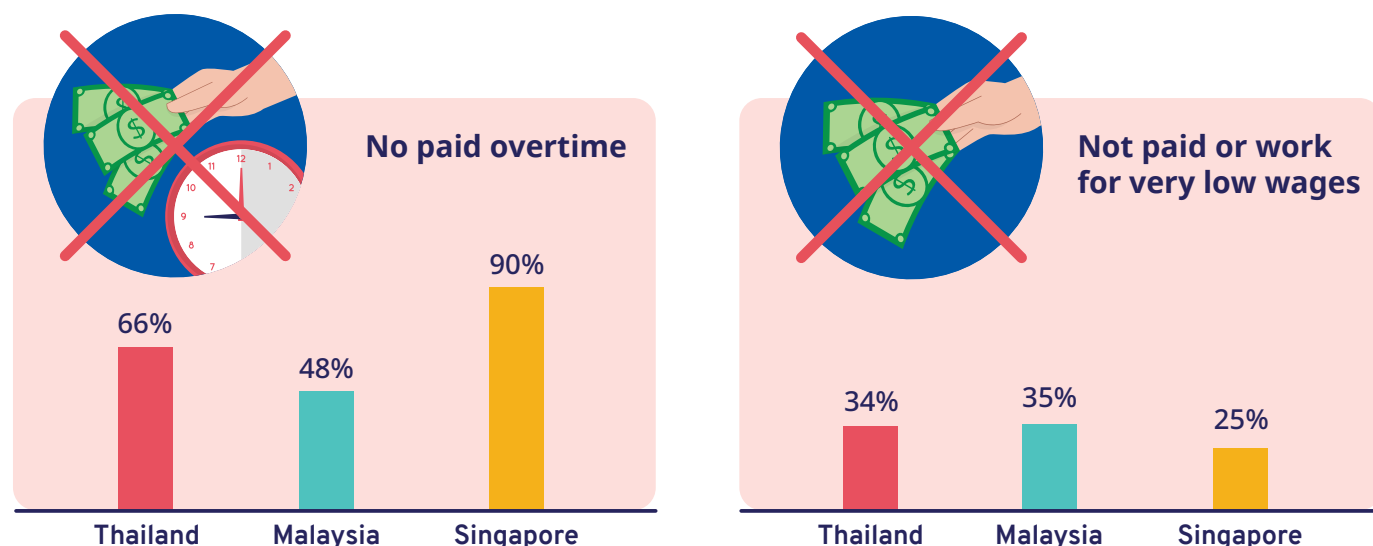


► Estimated prevalence of forced labour as proportion of domestic workers surveyed

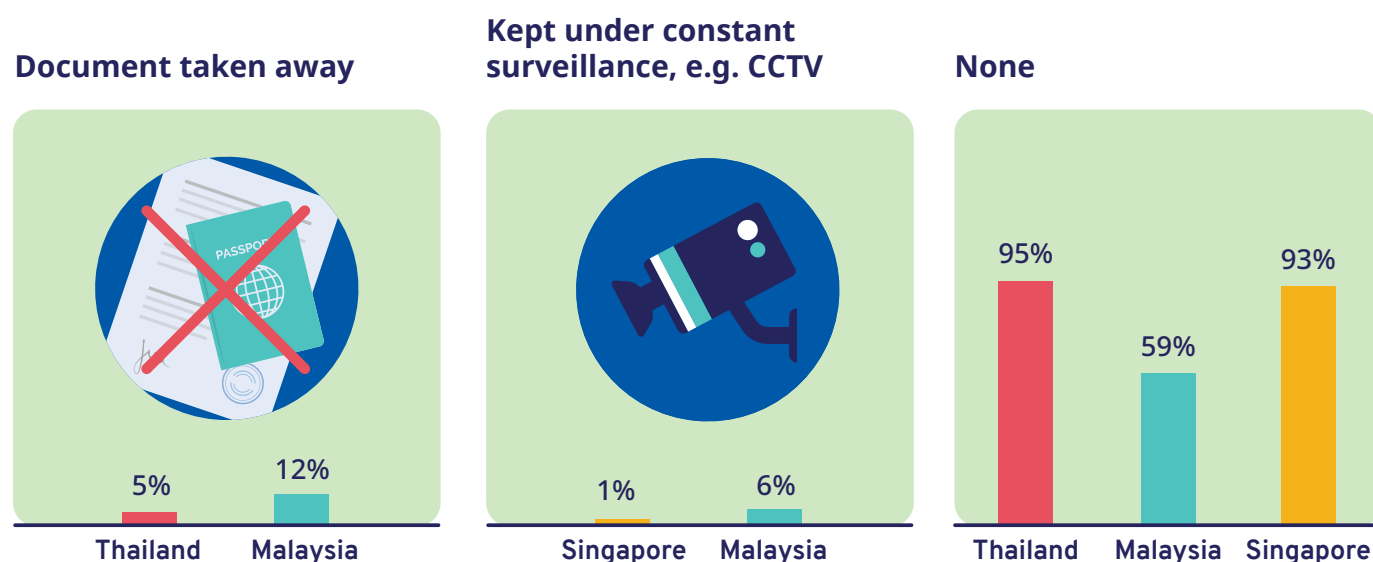


1. According to the ILO Forced Labour Convention, 1930 (No. 29), forced or compulsory labour is: "all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily."

► What main indicators of involuntariness do domestic workers experience?



► What are the main threats or penalties domestic workers suffer?



► What are the key takeaways?

- Migrant domestic workers deliver essential direct and indirect care to households across ASEAN;
- The work is predominantly classified as medium-skilled work against international standards;
- Yet migrant domestic workers face situations of forced labour, and labour exploitation remains prevalent;
- ILO recommends that governments strengthen labour and social protection for migrant domestic workers, and recognize them as skilled care workers, critical to ASEAN economies.

