**Malaysia National Consultation on Decent Work on Care Economy**

Kuala Lumpur, 5 May 2024

**Consolidated**

| **No** | **Issue Area** | **Problem Description** | **Potential / Target Resolution** |
| --- | --- | --- | --- |
| 1 | Non-recognition of care work | **KEY: Recognition; discrimination and non- implementation of laws** | **KEY**   * **No distinction between care workers and workers** * Recognition under the Work Act 1955 (should be under new section of the act, covering cleaners, domestic workers and caretakers) * contract for service or of service |
| 2 | Non-recognition of skills | **Key: no laws, no system to recognize skills gained from experience (depending on academic experience)** | * Recognize as professional job * Certification * unionization |

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| 3 | The burden of unpaid care work | **KEY: Unpaid care work; exploitation** | * protect cleaners from victimization if refuse unrelated job by the school management or building management |
| 4 | Lack of access to care services | **KEY: No benefits, and/or lack of implementation of existing polices** | * more enforcement of the law in general |
| 5 | Access to social protection | **KEY: social protection for all care workers** | * is protected under Act 1955, Perkeso 1969 |

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| 6 | Reduction of long work hours | **KEY: care workers face long work hours, demand overtime pay, and addressing the labor shortage** | * no issue for contract cleaners |
| 7 | Redistributing unpaid care work across genders | **KEY: equal distribution of care work (at home and at work)** | - |
| 8 | Redistributing unpaid care work across household and state | **KEY: –** | – |
| 9 | Existence of care policies | **KEY: Currently now laws for care workers; convention on care workers suggested (C149 and C189 relevant)** | **NOTE: ILO Conventions have gaps; do not cover community healthcare workers, daycare workers, etc.** |
| 10 | Representation for care work | **KEY: organizing to address gaps in FOA; mechanism for representation** | - |
| 11 | Burden of paid care work | **KEY: Decent, living wages** | * covered under minimum wage |

|  | - who is doing Care? |  |  |
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| 12 | Reward for Care Workers | **KEY: Living wage; social benefits (eg health)** | * no special rewards whatsoever, same with other workers |
| 13 | Social Protection for Care Workers | **KEY: Coverage of social protection for care workers; formalization of employment** | * abolish contract system, direct employment by the government |
| 14 | Impact on Paid Work and Labour Force Participation | **KEY:--** | – |
| 15 | Others | **KEY:--** | – |