

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 <ul style="list-style-type: none">• 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)	<ul style="list-style-type: none">• Recognize as professional job• Certification• unionization

3	The burden of unpaid care work	KEY: Unpaid care work; exploitation	<ul style="list-style-type: none"> • 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 policies	<ul style="list-style-type: none"> • more enforcement of the law in general
5	Access to social protection	KEY: social protection for all care workers	<ul style="list-style-type: none"> • is protected under Act 1955, Perkeso 1969

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 no 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?		
12	Reward for Care Workers	KEY: Living wage; social benefits (eg health)	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • abolish contract system, direct employment by the government
14	Impact on Paid Work and Labour Force Participation	KEY:--	—
15	Others	KEY:--	—