

Social Security Protection For Domestic Workers

- Effective 1st June 2021, it is mandatory for employers to register local and foreign domestic workers with PERKESO to ensure that they are protected in the event of any accidents or occupational diseases arising out of and in the course of their employment.
- Failure to register the domestic workers with PERKESO is an offence under Employees' Social Security Act 1969 (Act 4) and **if found guilty, can be fined not more than RM10,000.00 or 2 years imprisonment or both.**



Example of Domestic Workers



Housemaid



Gardener



Personal bodyguard



Caregiver for the elderly



Personal driver



Cook



Personal Security Guard



Child carer

*This is a non-exhaustive list and only serves as a general guide.

Eligibility Requirement

Local Domestic Worker

- Malaysian citizen / Permanent Resident / Temporary Resident Worker
- Employed by a Malaysian citizen / Permanent Resident / Temporary Resident or foreign employer

Foreign Domestic Worker

- Foreign domestic worker who possess passport and work pass issued by the Immigration Department of Malaysia
- Employed by Malaysian employer / Permanent Residents / Temporary Residents

Types of Social Security Protection Schemes for Domestic Workers

Act / Domestic Worker		ACT 4 Employment Injury Scheme	ACT 4 Invalidity Scheme	ACT 800 Employment Insurance System
Local (Malaysian Citizens / Permanent Residents / Temporary Residents)		✓	✓	✓
Foreign Citizens		✓	✓ (enforced 1 st July 2024)	✗
Contribution Rate	Employer	1.25%	0.5%	0.2%
	Domestic Worker	-	0.5%	0.2%

Contribution Payment Methods

- Monthly payment (Portal ASSIST)
- OR**
- Advance payment for a period of 24 months through Prihatin app (Google Play Store / App Store)



Registration Method

- Employers can access the ASSIST Portal and complete the ID portal registration.
- Receive a temporary password from PERKESO via email.
- Log in using the provided password.
- Upon having access to ASSIST's portal, employers must register together with their employees by providing supporting documents as followed:

Registration under Act 4

- Form 1 (Employer's Registration Form)
- Domestic Worker's Registration Form
- Copy of Employer's latest Identification Card / Passport
- Copy of Domestic Worker's latest Identification Card / Passport
- Copy of Work Pass (foreign domestic workers only)

- Other than the online registration method, registration for employers and domestic workers can also be done at the PERKESO Office.

Registration under Act 800 (if related)

- Form SIP 1 - Employer's Registration Form
- Form SIP 2- Employee's Registration Form

Benefits Provided

Employment Injury Scheme

- Medical Benefit
- Temporary Disablement Benefit
- Permanent Disablement Benefit
- Constant-attendance Allowance
- Dependants' Benefit
- Physical Rehabilitation / Vocational / Return to Work (RTW)/ Dialysis
- Funeral Benefit
- Education Benefit

Invalidity Scheme

- Invalidity Pension
- Invalidity Grant
- Constant-attendance Allowance
- Survivors' Pension
- Physical Rehabilitation / Vocational Rehabilitation/ Dialysis
- Funeral Benefit
- Education Benefit

Note:

*Vocational Rehabilitation, Return to Work (RTW), Dialysis, and Education Benefit are not applicable to foreign domestic workers

Employment Insurance System

- Job Search Allowance (JSA)
- Reduced Income Allowance (RIA)
- Early Re-employment Allowance (ERA)
- Training Fee (TF)
- Training Allowance (TA)
- Job Placement