



TWC2
Transient Workers Count Too
DIGNITY OVERDUE

NEWSLETTER

WEEKLY
DAY OFF
FOR ALL

Volume 8

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Editorial

Say "No" to Bigotry

Whenever a migrant worker commits a crime, there are people who use the incident to make a sweeping condemnation of migrant workers in general, or at least, of migrant workers of the same nationality. A domestic worker is reported to have harmed a child in her care, and all 210,000 domestic workers in Singapore are then tarred with the same brush; a male worker commits a crime involving dishonesty, and all his fellow workers are then represented as just like him.

Worse still is what happens when a migrant worker suffers mistreatment at the hands of an employer or has a serious accident, and then anyone going online and reading reactions to reports can see, alongside a majority of caring and sympathetic responses, the venomous comments of the people who say that the workers brought it on themselves by bad behaviour or plain ignorance.

When a domestic worker fell to her death recently while trying to escape from her employer's flat, one person responded on The New Paper's website that she was probably going to meet her 'Bangla boyfriend'. It's a theme with which some people are obsessed: 'loose' or naïve maids and Bangla 'buayas' who prey upon them. The fact that adults working in a foreign country, far away from their families, might feel a need for affection and close relationships but be constrained in what they can do by their status and lack of money doesn't seem to enter such people's understanding.

There is a bloc of employers of domestic workers who are ready to circulate all kinds of hostile remarks about the workers' alleged ignorance, dishonesty, promiscuity and many another vice without any attempt to verify accusations or, where substantiated in individual cases, put them in proportion.

This kind of behaviour is bigotry: it can include racism and class prejudice, and it sits uncomfortably with Singapore's own sense of what it is as a nation, reflected in the words of the National Pledge: "one united people, regardless of race, language or religion."

More often than not, bigotry is not simply the result of the presence of people of a different culture or background, but provides members of an advantaged community with a self-justification for their mistreatment or exploitation of others. They can wash their hands of any obligation to treat others as they would wish to be treated – whether it is having days off, having a private place to sleep, being paid at decent levels and on time, and being allowed to take time off when ill – by telling themselves and anyone willing to listen that these workers are, one way or another, inferior beings, lesser in moral values, culture, education and sensibilities. When any society

(Continued on Page Two)

We've Moved!

Our landlords needed our office space themselves, so we had to move in September. We were able to find an office in the same building as the old one. It has more space, and is lighter. We are now at:

**5001 Beach Road, #09-86
Golden Mile Complex,
Singapore 199855**

All other contact details are unchanged.

International Migrants Day 2013

This year's TWC2 IMD event will be a benefit lunch, held on Sunday, December 15th in Little India. Well-wishers can buy tickets and that will support our work. To find out more, please see page three.

In this issue...

Page 2.....	Events
Page 3.....	IMD 2013
Page 3.....	Discover Singapore
Page 4...	Trading Lives for Football
Page 5.....	Malaysian Bullies
Page 6...	Insurance for Domestic Workers' Healthcare
Page 8.....	TWC2 Publications

Events

August 28th: John Gee, Immediate Past President of TWC2, spoke to 300 social work students at the National University of Singapore on the problems faced by migrant workers. At the end of his talk, one student whose family originally came from South India recounted how her father had assisted migrant workers who came from his home village with problems just like those described by the speaker.

September 18th: TWC2's Direct Services Report for 2012 was released.

The report says that at least 2829 workers were directly assisted by TWC2 in 2012 – the highest number in any year since TWC2's foundation. The outreach initiative to Chinese workers launched in December 2011 has been successful: 253 Chinese workers were assisted in 2012, compared to 59 in 2011. The Cuff Road Project served a total of 101,819 meals in 2012 – an average of 1,958 a week. 83 per cent of TWC2's total spending of \$463,000 during the year went on our direct services. As in previous reports, this one lists the main issues raised by workers, but this time, there is a breakdown of issues reported by nationality as an appendix.

The full report can be found on the TWC2 website at: <http://twc2.org.sg/2013/09/19/direct-services-report-for-2012/>

September 24th: Migrant Worker Housing: A Study of Men in TWC2's Cuff Road Project was published. About one in four of the South Asian workers coming to The Cuff Road Project food programme during the research period were interviewed by volunteers Balambigai Balakrishnan, Christine Pelly, Debbie Fordyce and Pat Meyer.

As the law stands, employers are meant to provide accommodation for injured workers even though they are unable to work and are staying in Singapore on Special Passes while their compensation claims are considered. However, the research revealed that, out of 163 workers interviewed, only one was staying in company-provided accommodation and that was without his employer's knowledge. Only 28 per cent of the workers said that their employers had offered them accommodation. In many cases, workers fled from company-provided accommodation because they feared being forcibly sent home, which would allow their employer to avoid paying them compensation.

The study shows that workers have difficulty making use of the rights they have under the law because they need to get through a long period waiting for their cases to be settled, when they are legally not allowed to work and don't have an income.

The full 43-page report can be found through a link on the TWC2 website:

<http://twc2.org.sg/2013/09/24/study-on-injured-workers-housing-conditions-reveals-widespread-neglect-of-employers-responsibilities/>

October 12th and 19th: TWC2 held day schools for NUS Geography students. They took place in Little India. Besides experienced volunteers from TWC2, members of the Indonesian Family Network also spoke.

October 17th: John Gee was also one of the speakers at the innovators challenge event during GIL 2013: Asia-Pacific, organised by Frost & Sullivan. He spoke at an afternoon session for about 50 participants.

Editorial *(continued from the front page)*

lets an entire group of people be locked into an inferior status, such attitudes tend to spread, as those who benefit from the status quo, however slightly, are drawn together in its defence. Those at the bottom of the dominant community tend to be the people who feel most threatened by the concession of any rights to the people below them in their social scale. Thus it was in the American South, for example, where slavery had its opponents among elite white people at the time of the Declaration of Independence in 1776: in the decades that followed, opposition to the institution of slavery virtually disappeared in such quarters and poor whites from the slave-holding areas of the South fought determinedly for the Confederacy, as the one thing that made their poverty bearable was the sense that they at least had the black slave class below them on the social ladder.

Such a comparison may seem extreme, and it is only intended to illustrate an argument about the morally corrupting effects of absolute power of one group of people over another defined by colour, nationality and class. However, it should not be thought that Singapore could not follow such a route; with one in three of its workforce being disempowered migrants stuck in lowly jobs, it is a possibility. That danger can be countered by legislative and practical official action to protect migrants' rights, and also by the resolute stand of those in society ready to join hands in combatting bigotry and all forms of prejudice against migrant workers. It is a stand for justice and dignity for migrants, but also for decent values within Singaporean society: racism and other forms of bigotry not only harm the people they are directed against, but tend to have a coarsening and brutalising effect upon society at large. The struggles waged over such issues as a day off for domestic workers and decent standards of accommodation for migrant workers may one day be seen as having been as important for their outcome in defining Singapore as a society as in promoting the rights and wellbeing of migrants.



থিঙ্ক উইথ হিয়ার্ট

Treat a migrant worker to a nice meal
at our 2013 annual benefit lunch

Sunday, 15 December, 12-4pm

How your money can help

TWC2 is a registered charity and member of the National Council of Social Services.

We get no government funding. The price of your ticket will help TWC2 pay for:

- ❖ Its soup kitchen in Little India launched in 2008 that currently provides free daily meals to destitute foreign workers
- ❖ Medical treatment for sick or injured workers abandoned by employers
- ❖ A toll-free phone line

For more details on TWC2, please visit our website: <http://twc2.org.sg>

Ticketing – \$70 per ticket

This fundraising lunch also celebrates the annual International Migrants Day (IMD). Come join us for the food and fun.

In the spirit of IMD:

- ❖ Please buy extra tickets and donate them back to TWC2 to treat foreign workers to a nice lunch. It makes a welcome change from the basic soup kitchen fare.
- ❖ If you can't make it to the event, please let us have your ticket for use by a foreign worker.
- ❖ Donating tickets back will also help defray the cost of the event and raise more money

To book tickets, make cheque out to Transient Workers Count Too and write "Lunch with Heart" on the rear.

Please provide contact details for tickets and receipts to be issued.

Mail to:
5001 Beach Road, #09-86
Golden Mile Complex
Singapore 199588

Food & Fun @ Venue

Venue: Banana Leaf Apolo Restaurant
(Function room upstairs)
54-56-58 Race Course Rd
Singapore 218564

Nearest MRT: Little India

- ❖ 9 course buffet featuring South and North Indian classic dishes & free flow of lime juice.

Alcoholic drinks at your own expense can be bought from the restaurant.

- ❖ Lucky draw, games & showtime

For enquiries:
Please email info@twc2.org.sg or call Christine Scully at 62477001 9.30 am to 6.30 pm (on weekdays)

Discover Singapore: Busy Year

"Discover Singapore" is a TWC2 project run by volunteers who aim to give migrant workers on special passes a break doing something enjoyable. These men are trying to get by without jobs or income while awaiting the settlement of their cases. There are six regular volunteers who put outings together and accompany the men, who certainly get to see sides of life in Singapore that they would not do otherwise. To date, 11 outings have taken place since the project was launched:

- 1) Gardens by the Bay: 18th May 2013
- 2) Sentosa beach: 1st June 2013
- 3) MacRitchie tree-top walk: 29th June 2013
- 4) McDonald's East Coast open kitchen tour: 4th July 2013
- 5) East Coast park BBQ: 18th August 2013
- 6) Movie Ilo Ilo screening (as part of a broader TWC2 event): 25th August 2013
- 7) Kite Festival at Marina Promontory: 31st August
- 8) Singapore river cruise: 12th September 2013
- 9) Biryani dinner: 22nd September 2013 - Culture Kitchen event
- 10) Games at NUS Utown: 3rd October 2013 - YALE NUS College Week 7 Migrant Nation project
- 11) Bengali Movie "Television (2012)" screening: 5th October 2013 - NTU Perspectives Film

All these outings were of course made possible due to kind sponsorship from restaurants/companies and individuals.

A series of articles on “Discover Singapore” activities have been posted on the TWC2 website, along with photographs:

- 1) Gardens by the Bay 18th May 2013: <http://twc2.org.sg/2013/05/30/twc2-volunteers-organise-maiden-discovery-to-gardens-by-the-bay/>
- 2) East Coast park BBQ 18th August 2013: <http://twc2.org.sg/2013/08/21/so-this-is-barbecue/>
- 3) Kite Festival at Marina Promontory 31st August: <http://twc2.org.sg/2013/09/29/to-combat-low-spirits-twc2-takes-workers-to-fly-kites-high/>

“Discover Singapore” was also featured in On the Red Dot - Episode 49, which focused on Singaporeans who volunteered with migrant workers. The episode can be viewed at: <http://video.xin.msn.com/browse/catch-up-tv/on-the-red-dot>

In Brief

Statements putting forward a coherent TWC2 position on two issues of concern have been posted on the website: one calls for migrant workers to be able to change jobs more easily and stay on longer and the other follows up our recent research report on accommodation for workers on special passes:

<http://twc2.org.sg/2013/10/17/work-permit-holders-should-be-free-to-change-employers-and-stay-longer/>

<http://twc2.org.sg/2013/10/17/our-stand-housing-workers-who-are-on-special-passes/>

The rate of fatal accidents in the construction sector has fallen, but the absolute number of deaths in the construction sector is higher than six years ago:

Work permit holders in the construction sector: 306,500 in June this year, compared to 180,000 in 2007 (*Clarissa Yong, “Construction boom, but challenges loom”, Sunday Times, 20th October 2013*) **Fatal accidents in the construction sector:** 26 in 2013, as of October 14th, compared to 26 in the whole of 2012; 24 in 2007.

Trading Lives for Football

Why the grim situation in Qatar should also serve as a reflection on the abuse of migrant workers around the world

In September this year, *The Guardian* newspaper broke a story about the migrant workers working on helping Qatar gear up to host the FIFA World Cup in 2022. The exposé revealed a staggering number of Nepalese worker deaths and stated that between the months of June and August this year, approximately one worker died each day. More than half of these deaths have been attributed to heart attacks, heart failures and workplace accidents.

The one death a day statistic is also echoed by the International Trade Union Confederation (ITUC). ITUC calculates that about 400 workers die in Qatar each year.²

Apart from the shockingly high death toll, the article also cast light on many of the injustices and human rights violations migrant workers are subjected to.

Workers’ living and working conditions are dismal. Apart from being forced to work 12-15 hours a day, workers report having to work in 50°C heat without access to drinking water. Conditions in dormitories were said to be very unsanitary and the report states that in certain areas, as many as 12 men can be found sharing a single room. Complaints of unpaid salaries and beatings meted out by employers are also mentioned. Workers talked of being saddled with mounting debt due to unscrupulous employment practices in both their home and destination countries.

The report puts a spotlight on the *Kafala* system, under which workers are only allowed to enter a country if they have a sponsor; it is common practice in the Gulf states. Employers step into the role of sponsor and the responsibility of providing workers with the necessary documentation is handed over to them.

The use of this system puts workers at the complete mercy of their employers. If companies renege on issuing the papers, workers become illegal migrants. Under this system, workers are also required to obtain permission to change jobs or to travel in and out of the country.

If all this sounds a little familiar to you, it is because the situation for migrant workers here in Singapore is similar.

While the number of workplace fatalities in Singapore is still much lower compared to Qatar, living conditions for some workers have been found to be just as distressing. It is also common to hear of workers becoming victims of debt bondage in order to secure jobs here.

The system of employment used in Singapore for migrant workers may not have a specific name but it does share certain traits with the *Kafala system*. Workers in Singapore are also bound to employers who are expected to apply for the required passes for them to remain legally in the country. Employers are also given the absolute power to terminate a worker's pass.

However, migrant workers in Singapore are still provided with some degree of protection. In the event of a dispute or injury, workers are able to approach the Ministry of Manpower (MOM) for help. Being able to go directly to a government agency does put migrant workers here in a better position than their counterparts in Qatar.

Unfortunately, just because the organization is there, doesn't mean it is easy to reach. To get to the MOM, many workers have to escape from work sites and run the risk of losing their jobs. There have also been numerous instances where workers who have filed cases against employers have reported being beaten up, having their documentation taken away from them and even receiving threats against their families back home.

The acute lack of worker's rights protection in the Gulf region is not a new issue. While the Guardian's exposé seems to have been written mainly to highlight FIFA's controversial decision in selecting Qatar as the host country for the World Cup 2022, it also serves as a remainder for us to look at how migrant workers in Singapore (and around the world) are treated and that we still have a long way to go in helping these people obtain the rights they deserve.

Nicolette Stewart

References:

1: <http://www.theguardian.com/world/2013/sep/25/revealed-qatars-world-cup-slaves>

2: <http://www.ituc-csi.org/labour-leaders-put-companies-on>

Malaysian Bullies

("Malaysian Bullies", by Dzof Azmi, was first published in the Malaysian newspaper, 'The Star', on 29th September 2013. It raises issues that are relevant to Singapore and go largely undiscussed and so we are reproducing it in our newsletter, with the kind permission of the author.)

Is our society structured to condone abuse when it's meted out by somebody of higher social status?

DURING a recent house-hunting excursion I was struck by a funny-looking store room. I thought it was strange that it had windows. When I was told it was the maid's room, I was even more amazed.

It was so small that swinging a cat would have resulted in a concussed animal. You could probably stuff two and a half single beds in it – if you had a chainsaw.

The room was almost like an afterthought, a small space perched on the edge of a house, like some embarrassing corner. My curiosity was raised. Surely this could not have been a serious room to live in. After all, I've seen numerous episodes of Downton Abbey and their servants' quarters have plenty of space to have trysts and fights in.

In fact, counties in present-day England have laws concerning minimum room sizes. A sleeping room requires 6.5msq if the living room area is separate. As a comparison, a cell in a US prison would be about 4.5msq.

The room I saw would have been less than 5msq. I'm not sure though if that qualifies as "inhuman" because I also read in a forum for expats in Hong Kong that maids there have to make do with between 2.5 and 4msq. One anecdote told of a maid who was expected to sleep on a mattress under the sink.

Although official figures say that 240,000 maids work in Malaysia, the Malaysian Maid Employers Association estimates that the actual number is closer to 700,000 when illegals are taken into account. These hardworking individuals enable parents to work long hours while letting children experience a rich extra-curricular regime of tutorial classes and piano lessons.

Yet, it seems like cheap maids are a valuable resource that many have taken for granted and advantage of. Stories of maid abuse in Malaysia have received much publicity. Most notable is the case of Nirmala Bonat, whose employer was sentenced to 12 years jail for scalding her maid with hot water and an iron.

While we hope this is an isolated incident, the ugly truth is that maids are treated as second-class citizens and – even worse – that this is accepted by Malaysian society.

Apart from the cramped living conditions promoted by whoever it was that designed the house, we also restrict their movement by holding their passport or by not allowing them to leave the house at any time.

Maids do not generally have public holidays off, nor are they compensated with overtime – mainly because their scope of work is never clearly defined. Some may also do double duty as staff if the employer runs a small restaurant or shop.

On top of that, I have personally witnessed many otherwise polite individuals scream at their maids in frustration. It feels like

they're thinking: "How can you be so stupid and not follow simple instructions?!!" instead of "Thank God, at least I have someone to help me around the house".

This has not been a recent problem. In 2009, a representative from the Indonesian Embassy said that Malaysia was the most problematic of all the Asian countries that take in Indonesian maids.

Bear that statement in mind when you read that, in Hong Kong, a survey suggested that one in five maids have faced physical abuse, and one in 20 have been sexually abused. As a result, many Indonesians have lauded their country's announcement that they will send no more maids to any country from 2017.

In all this, it surprises me that I don't see many people asking an important question: if Malaysians are such a caring and polite society, then why do we treat maids so badly? Could it be that as a society, we are structured to condone and accept abuse when it is meted out by somebody in authority?

In a previous column about the work of sociologist Geerte Hofstede, it was pointed out that Malaysia is still an extremely hierarchical society in which extreme deference is given to those seen to have higher social standing. It may be that the reverse is also true: that those of higher standing do not empathise or sympathise with the ones beneath them.

We often hear about the race problem in Malaysia, but perhaps the issue is that of a class problem.

As a result, all the work done in trying to promote harmony based on races getting along together is bound to fail as long as the rich feel they are superior to the poor, or that those of one religion are more deserving than of another – or that employers are more important than employees.

A mantra of this column, so much so I could write a theme song about it, is that there is more that binds us than sets us apart, and the sooner we understand that respect must be fairly given and earned from all, whatever your social status, the better off we will all be.

The guy who designed the maid's room to be only slightly larger than a prison cell would do well to bear that in mind.

Article first published in The Star newspaper, Malaysia and reproduced with consent:

Link: <http://www.thestar.com.my/Lifestyle/Viewpoints/Contradicttheory/Profile/Articles/2013/09/29/Malaysian-bullies.aspx>.

Insurance for Domestic Workers' Healthcare

When Indonesian domestic worker, 26-year-old Nur Umaroh Karwiyahmukhlis contracted toxic epidermal necrolysis, a rare life-threatening condition, her employer, Madam Jameela Bee Mohd, agreed to pay for emergency treatment. The treatment was successful, but by the time the worker had recovered enough to leave hospital and go home, her employer's family was faced with a \$93,000 bill. This all began when Nur Umaroh went for treatment for gum pain and suffered an allergic reaction. (Zul Othman, "Stuck with maid's \$93,000 bill", *The New Paper*, 7th October 2013). Madam Jameela had bought the insurance for hospitalisation required by law: \$15,000 worth.

Earlier this year, *The New Paper* reported how Filipina domestic worker, Rosalyn Lamusan Castillo, diagnosed with breast cancer, had a mastectomy and reconstructive surgery. Although the doctor who treated her waived her own fees, the cost of the treatment still came to \$23,000. (Foo Jie Ying, "Bosses help maid battle rare cancer", 5th August 2013). Her employers had also taken out the insurance required by law, which still left them with \$8000 to find (NGO, HOME, raised nearly \$5000 towards that).

These are far from isolated cases; there has been a steady trickle of them over the years. TWC2 has heard directly from some employers who supported workers through illnesses that were only partially covered by insurance.

Legally, employers are required to look after their domestic workers' medical needs. The first condition of the work permit for domestic worker employers states:

The employer shall be responsible for and bear the costs of the upkeep and maintenance of the foreign employee in Singapore. This includes the provision of adequate food as well as medical treatment.

There are no qualifications here about providing for medical treatment up to a certain limit: in principle, the obligation is open-ended. In practice, employers respond in a variety of ways. Conscientious ones try their best to see that their workers get the treatment they need, even when their own circumstances are difficult, as in the two cases reported above. Some, anxious not to go over their insurance limit, see that their worker gets the minimum treatment necessary so that she is in a condition to send home. Others will simply send home any worker capable of moving, regardless of her state of health, in order to avoid paying anything for her medical needs. For families who are struggling to make ends meet, deciding what to do can be very difficult.

The \$15,000 insurance for hospitalization is exactly what it says: it does not cover outpatient care, so a worker who falls ill but can be treated without hospitalization needs to have her care paid for by her employer or, worse, may go untreated.

The impact on domestic workers can be serious. There is a widespread fear among them that, if they fall ill, they will be sent home by their employers, either because they are unable to work or because the employers don't want to pay for their

treatment. This often leads to workers trying to go on working through an illness. Ex-TWC2 president, John Gee, says,

“Several years ago, a worker employed by a family member had an acute pain in her leg, so my wife took her to a doctor who said that she had a blood clot in her leg and needed immediate treatment. She was at risk of having the leg amputated or even dying, he said, which upset her a lot, of course. We saw that she had an operation and it was successful. While she was recovering, my wife said to her that she must have been in pain for quite a while, so why didn’t she speak up earlier? She replied that she was afraid that we would send her home.”

Can anything be done to improve this situation?

One remedy already exists. Employers can take out more comprehensive insurance policies that cover out-patient treatment as well as whatever hospitalization is needed. John Gee says that in the case of his relative’s worker, this was exactly what they had, and it covered all her care. The problem is that many employers want to hire domestic workers at as low a cost as possible, and so they take out the minimum insurance required by law. This can be a false economy if their worker does fall ill. Agencies very often don’t take the trouble to advise employers on their insurance choices, assuming that the most important issue for them is to keep their costs down, and so the employers lack the information they need to choose wisely.

The government could provide a back-up by setting up a fund that would pay for medical treatment for migrant workers (and indeed, citizens who cannot afford necessary treatment) that cost more than the current \$15,000 for hospitalization. This would be humane for the workers and relieve employers of stress and painful dilemmas over expensive treatments. It would also be a relief to medical personnel, who won’t turn away people needing emergency treatment, but who are mindful that employers may be unwilling or unable to pay for further care that they can see their patients genuinely need.

NGOs concerned with the well being of migrant workers have often proposed that part of the levy that all employers must pay for each migrant worker they hire should be used in ways that benefit the workers, and this would be a case in point – plus it would benefit many employers. Even if all domestic worker employers paid the current concessionary levy rate of \$170 a month, rather than the full rate of \$265, that would still produce a monthly income to the government of \$357,770,000 (based on there being 211,000 domestic workers in Singapore). A fund to support medical treatment for workers in need would hardly make a dent in that amount.

In short, this issue of insurance and under insurance for domestic workers’ medical needs could be resolved relatively easily and spare workers and employers alike suffering and hardship.

“The solution does exist in Singapore: NTUC Insurance sells the “enhanced Income shield” that covers the medical bills up to an amount that depends on the premium and the age of the FDW.

For my helper who is 41, I pay 250 SGD per year for a basic plan that gives her a 150 000 SGD coverage for her medical bills.

I advise all my customers to purchase this policy shortly after they have hired their helper.”

Anne Genetet. Ms Genetet provides help and advice to expatriate employers who want to employ domestic workers on an ethical basis: <http://www.help-agency.org>

Join TWC2!

Transient Workers Count Too works for the rights and wellbeing of migrant workers. We work through for our goals through advocacy, research, public education and direct services. We are a society with a membership – and we’d like to see it grow.

If you’re receiving this newsletter, you are probably a member, but you may also be someone whose membership has lapsed in the last year or two. We urge you to renew your membership.

We’d also welcome new members. You can help by introducing others to TWC2 and inviting them to join.

It still only costs \$10 a year (\$2.00 for migrant workers), and that gives you regular information about the society’s work, as well as assisting the society to reach out, through you, to a growing number of people.

You can (re)join by contacting the TWC2 office with your details and membership payment.

TWC2 Publications

TWC2 has said from its foundation that it works to promote its goals through advocacy, research and direct services. Our publications express this. Our website and newsletter feature articles drawing on our direct services work, and also relying on a certain amount of research. We have also produced some more extended publications, mostly research-based, which we list below. Apart from the first two, they can be found on the TWC2 website through searches by key words or the titles.

1. Mutual Respect (2004, 54pp)
2. Dignity Overdue (John Gee and Elaine Ho, 2006, 202pp)
3. Debt, Delays, Deductions: Wage Issues Faced by Foreign Domestic Workers in Singapore (2006, 32 pp, without appendices)
4. Indonesian Domestic Workers in Singapore: Experiences of Recruitment, Training and Return. (2009, 32pp)
5. Justice Delayed, Justice Denied (Joint publication between the Humanitarian Organisation for Migration Economics (HOME) and TWC2, 2010, 36pp)
6. Singapore's Employment Agencies Act and Rules – Proposals for Amendment (2010, 21 pages)
7. Discrimination against women migrant workers and human trafficking in Singapore (Global Alliance Against Traffic in Women (GAATW) and TWC2, 2011, 26 pages)
8. Made to Work – Attitudes Towards Granting Regular Days Off to Migrant Domestic Workers in Singapore (Joint UNIFEM-Singapore, HOME and TWC2 report) (2011, 71 pages)
9. Proposals for the Amendment of the Employment of Foreign Manpower Act (EFMA) (2012, 19 pages) and Proposals for the Amendment of the Regulations Issued under the Employment of Foreign Manpower Act (EFMA) (2012, 18 pages)
10. Proposals for the Amendment of the Employment Act (2013, 10 pages)
11. Direct Services Report 2010-2011 (2012, 17 pages)*
12. Worse Off for Working? Kickbacks, intermediary fees and migrant construction workers in Singapore (2012, 19 pages)
13. Troubled Waters: Trafficking of Filipino Men into the Long Haul Fishing Industry through Singapore (by Sallie Yea, with contributions from Shelley Thio) (2012, 95 pages)
14. Direct Services Report 2012 (2013, 26pp)
15. Migrant Worker Housing: A Survey of Men in TWC2's Cuff Road Project (2013, 43 pages)

**Direct Services reports produced before 2012 are on file in the TWC2 office.*

Forthcoming Event

Steps in the Park is an event being organised by Emancipasia, which campaigns against human trafficking. It takes place on 30th November 2013 at Silver Garden, Gardens by the Bay from 7.30 am onwards. Special Guest: Somaly Mam; Guest of Honour: Acting Minister for Manpower Tan Chuan-Jin. Registration fee: \$65. Emancipasia says:

This is a FUN event with entertainments, lucky draws (grand prizes) and stalls, filled with positive energy because it is about taking actions as well as learning about the issue.

We need to reach out to EVERYONE to bring to their attention this global crime that is 'worth' US\$32 billion a year, the second largest global business in the world.

Those who register before 8 Nov will get a T-shirt in their size. For further information and to register NOW, go to www.emancipasia.org/steps