

The background image shows a large number of people, identified as migrant workers, sleeping on the ground under the concrete pillars of a bridge in Singapore. The scene is captured in a wide shot, showing the repetitive structure of the bridge and the vast number of individuals. In the foreground, a man is lying on his side, wearing a red and white checkered shirt and grey pants, with a yellow phone next to him. The overall atmosphere is one of hardship and the human cost of migration.

#HUMANME

MIGRANT WORKERS IN SINGAPORE

Amelia | Beverly | Junyang | Michelle | Saras | Vanessa | Zirong



INTRODUCTION

What is #HUMANME?

ABOUT

A social change project that looks into the lives of FDWs and male migrant workers.

Structural inequalities that marginalise migrant workers, their cultural contexts and evaluate their agency or capacity to make decisions.

2

Context

Migrant Worker Landscape

FOREIGN DOMESTIC WORKERS

1 in 3

Singaporean Households
depend on domestic help

145,000

Face labour exploitation

- ❑ Economic and wage abuse
- ❑ Physical and verbal abuse
- ❑ Work Fatigue
- ❑ Social Isolation and Confinement

OTHER MIGRANT WORKERS

- ❑ Economic and wage abuse
- ❑ Deceptive Recruitment Practices
- ❑ Threat of Repatriation
- ❑ Social Isolation and Mental Health







332,000

Engaged in construction, shipbuilding, manufacturing, process and service sectors

2 in 3

Work more than the legal limit of 72h overtime in a month

Migrant Worker Protection

| | | FDW | Other Migrant Workers | Conditions |
|---|-------------------------------------------|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Employment of Foreign Manpower Act (EFMA) |  |  | <ul style="list-style-type: none"> • Adequate Food • Medical Treatment • Acceptable Accommodations • Weekly rest day/compensation |
| 2 | Employment Act (EA) |  |  | <ul style="list-style-type: none"> • Similar to EFMA • Paid Public Holidays • Compensation of 1.5x basic pay beyond 44 hour working hours in a week |
| 3 | Work Injury Compensation Act (Wica) |  |  | <ul style="list-style-type: none"> • Claims for work-related injuries and occupational diseases |

Our Access Point
Collaborating with HOME

WHY HOME?

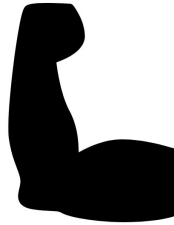
Humanitarian Organisation for Migration Economics

A cultural insider

- Non-governmental organisation that supports, empowers and upholds rights of migrant workers in Singapore through:



Welfare



Empowerment



Advocacy

PILLARS

Welfare

Helpdesk | Shelter | Medical Treatment | Legal Aid



Empowerment

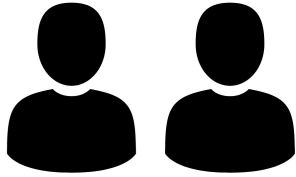
HOME Academy



Advocacy

Public Education | Campaigns | Research Projects

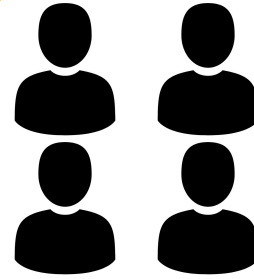
OUR PARTICIPANTS



2 case workers



3 migrant workers

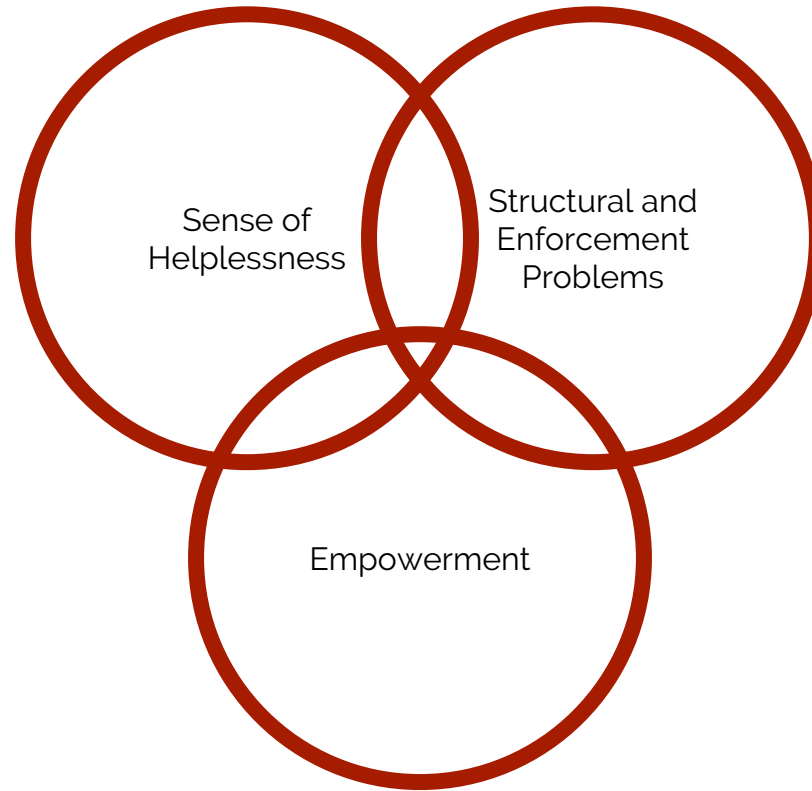


4 domestic workers

Key Insights

What our participants had to say

KEY INSIGHTS



Sense of Helplessness

- ❑ Many workers experienced at least one form exploitation and/or physical, verbal or even sexual abuse
- ❑ Employers have large amount of control over employment status
- ❑ Unaware of rights
- ❑ Great sense of fear ingrained

Structural and Enforcement Problems

- ❑ Policies already in place are not regulated or enforced
- ❑ Lack of check and balances
- ❑ Policies are in the favour of employers

Empowerment

- ❑ Improved ICT has helped migrant workers reach out and provide help
- ❑ Important that migrant workers have access to communication
- ❑ Sense of community

The Issue

Dehumanization of migrant workers

Goals & Objectives

What does #HUMANME seek to achieve?

Main Goal

To foster a
welcoming
environment for
migrant workers
in Singapore



Objectives

Raise Awareness

On the plight of domestic and male migrant workers



Reducing Prejudice

Against domestic and male migrant workers



Stimulate Reflection

And conversations on the rights of migrant workers among Singaporeans

Our Strategy

Key Message

“

Some

employers don't realise,

*that verbal abuse **is abuse.***

*Calling us with the **animal names,***

This is

hurting us.

Strategy

Humanizing migrant workers

Our Tactics

Random Blends, Blog & Video

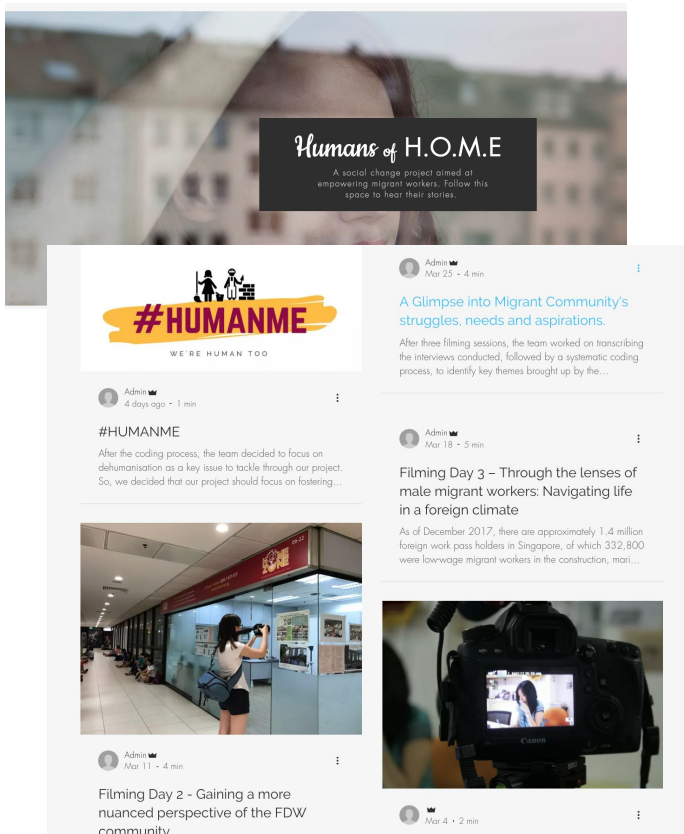
RANDOM BLENDS



Our Activities :

- Bringing our audience through posters and infographics outlining the key issues faced by migrant workers.
- Presenting a critical video on the migrant community to enact reflections and conversations.
- Getting visitors to follow our Insta account @humanme2018 to get updates on our project and to share their thoughts with us.
- Directing visitors to our blog for a detailed look into the lives of the migrant community.

OUR BLOG



- An all-in-one information site about the migrant community promoted to our audience.
- Details the progress of our project and our interactions with the migrant community.
- Documents the experiences and aspirations of our participants.
- Summarises key insights of FDWs and migrant workers.

OUR VIDEO



Migrant Workers

Case Workers

Singaporeans

OUR VIDEO



Interviews with HOME staff

- ▣ Cultural insiders
- ▣ Highlights the different types of issues that migrant workers in Singapore face
- ▣ This includes:
 - ▣ Salary theft
 - ▣ Physical/verbal abuse
 - ▣ Workplace abuse
 - ▣ Threat of repatriation

OUR VIDEO



Interviews with Migrant Workers

- Raise awareness of common issues that migrant workers face
- Sharing of their personal stories that highlight the structural problems that prevented them from seeking help
- What they hope can be changed, both in terms of structure and public perceptions

OUR VIDEO



Interviews with Singaporeans

- ▣ Asked if they were willing to work under these conditions:
 - ▣ More than 12-15 hours without break
 - ▣ One rest day per month
 - ▣ No MCs
- ▣ Juxtaposition between TA and migrant workers
- ▣ Provoking reflection and conversations around migrant workers' issues

OUR VIDEO



Humanising Migrant Workers

- Getting both Singaporeans and migrant workers to send a message to each other

