

Steps that an EA Must Take to Ensure FDWs Comply with the Age Requirement

1. EAs are responsible for ensuring that FDWs whom they deploy for work in Singapore must be at least 23 years old. This is the prevailing minimum age requirement and was set by the Ministry of Manpower (MOM) in 2005. MOM expects EAs to exercise diligence to ensure that all FDWs meet the minimum age requirement.
2. EAs are to ensure that the foreigners to work in Singapore meet all the entry requirements imposed by MOM before submitting their work pass applications.
3. MOM requires EAs to assess the quality of their overseas suppliers. EAs should work with trusted overseas partners.
4. It is insufficient to rely solely on the information from the FDW's passport. EAs should:
 - Examine the FDW's original official documents e.g. passport, educational certificate, and other relevant documents;
 - Conduct their own screening to examine if her physical appearance, mannerisms and speech reflect the age she declares herself to be;
 - Conduct basic interviews to gather information on the FDW's family history, including the age of her parents and siblings, her education history and work experience, and to ascertain if her declared age is consistent with the information gathered from the interview;
5. EAs are to ensure that there is proper documentation for the above checks, and keep such records so that it is readily made available in the event that they are requested by MOM for verification.
6. Should EAs suspect a particular FDW to be underage, they must stop her deployment to her employer and send the FDW home.
7. They should also inform the EA in the home country to exercise greater care in ensuring that the FDWs are not underage before submitting the relevant bio-data to them.
8. EAs are to immediately step up their efforts to review their current recruitment processes, including the overseas agents that they work with, and to take any necessary corrective measures.