

**FAQs on New Rules for Online Advertising of Foreign Domestic Worker (FDW)
Information (Employment Agencies Licence Condition #17)**

Q1	What is the new Licence Condition about?
A1	<p>The new EA Licence Condition #17 serves to better protect FDWs’ privacy by stipulating what personal information of FDWs can be displayed in public. These are termed as “white-listed” biodata fields.</p> <p>Any other information of the FDW, including her full biodata, should be disclosed to prospective employers only upon request or via restricted access in your EA’s website or any other electronic platform. EAs who use third-party sites / service providers must ensure that they comply with these requirements.</p>
Q2	What does it mean when the EA is not allowed to publicly disclose FDW’s personal information?
A2	This means that personal information of the FDW cannot be shared openly on any platform (whether electronic or otherwise) that is accessible by members of public.
Q3	What personal information on FDW’s can be displayed publicly?
A3	<p>Annex F provides the list of information about the FDW that EAs can disclose publicly. They include:</p> <ul style="list-style-type: none"> • FDW Name • FDW Nationality • FDW skills and experience in said skills • Food handling preferences • Previous employment history (as stated in MOM’s work permit application system) • Language abilities <p>All other information on the FDW, including the FDW’s photo, can only be shared directly to the employer, or via restricted access to your EA’s website or electronic platform.</p>
Q4	What does “restricted access” mean?
A4	<p>“Restricted access” means part of the EA’s website or electronic platform that is not accessible to members of public in general.</p> <p>Prospective employers will have to register with your EA before being granted access via a unique login ID and password. The prospective employer can then log in and view the FDW’s full biodata.</p>
Q5	Can I post the full FDW biodata on my agency’s social media platform (e.g., Facebook page)?
A5	EAs should not post the full biodata of FDWs on social media platforms. Only the white listed information is permitted to be displayed.

Q6	What happens if the third-party website I had engaged does not comply with these requirements?
A6	You are to ensure that the third-party website you had engaged complies with the new requirements. Failure to do so will be considered a breach of Licence Condition #17.
Q7	When would this Licence Condition take effect?
A7	The Licence Condition #17 will take effect on 1 July 2020. This is to provide time for EAs to make the necessary changes, such as IT changes to websites.
Q8	Do I need to seek consent from the FDW before sharing her information online?
A8	<p>Yes. EAs are reminded that under EALC #5(a), the licensee must ensure that the FDW's written consent has been obtained, before <u>any</u> information of the FDW is disclosed.</p> <p><i>EALC #5(a) "The licensee will not, unless with the appropriate written consent from the employer or applicant (as the case may be), directly or indirectly give, divulge, or reveal to any persons any information whatsoever regarding any applicant or employer, which information the licensee's employment agency acquired or requested for in the course of their employment agency work. The licensee will ensure that the collection, use, and disclosure of such information will be in line with the requirements of any prevailing law. This condition will not apply in the case where the information is required for the purpose of any investigations under any law, or as and when the Commissioner may require such information."</i></p>
Q9	What other requirements do I need to be mindful of when advertising FDW information?
A9	<p>EAs should not put up advertisements that are insensitive and cast FDWs in an undignified light. EAs are also not allowed to use e-commerce websites to market their FDWs. MOM will take action against EAs involved in such undesirable practices, including licence suspension or revocation.</p> <p>EAs can refer to our past advisories on this from the MOM website.</p>