

Money Matters: Pay your FDW on time

Do not keep your FDW's salary even if she consents

There has been cases of salary disputes whereby FDWs are not paid their salaries. In some instances, the employer had helped to keep their FDW's salaries, but due to unforeseen circumstances, was unable to pay their FDW after accumulating many months of unpaid salaries. This can be avoided if FDWs manage their own finances.

Case Study: Employer Fined \$32,000 For Defaulting FDW's Salaries

On 14 April 2015, a 39-year-old Singaporean employer was convicted in Court for failing to pay \$5,778 in salaries to her FDW between Nov 2011 and May 2013, and was fined \$32,000 for defaulting on the payment of the FDW's salaries.



Good employment practices:

Dos

- ✓ Remember to pay your FDW every month, no later than seven days after the last day of her salary period.
- ✓ Ask your FDW if she wants to open a bank account for her salary to be paid through direct transfer. She must keep her own bank book and ATM card.
- ✓ Maintain a salary record of the monthly salary paid, acknowledged by both you and your FDW.



Don'ts

- ✗ Start a joint bank account with your FDW. Misunderstandings can arise from such an arrangement.
- ✗ Withhold your FDW's salary or make it a condition for employing her.

"From my experience, it is advisable not to keep your FDW's salary, even with her consent. She has put in effort to perform her duties and deserves to be paid her monthly salary so that she can fulfil her other obligations, such as remitting money to help her family. This is usually the main purpose for her to leave her home and work in Singapore. As an employer, we may think that by keeping our FDW's salary, it is a good way to help her save money. Our intention may be good, but we do not have the right to control how she wants to spend her money."

- Siti, an FDW employer,
shared with us her thoughts on salary management.

