

# Imagine Life Without Domestic Workers Could You Manage Work and Daily Comfort?

Meet the workers who keep the country running yet remain unseen, unprotected, and undervalued.

## How employers benefit from domestic workers



### Comfort depends on their labor

Domestic workers make daily life possible. By cooking, cleaning, and caregiving, they free up time and reduce the care burden on women, enabling working parents—especially mothers—to pursue their careers.



### Verbal Agreements Create Unfairness

Without a written contract, even good intentions can lead to misunderstandings—or worse. Clear terms protect both you and your worker.



### This Is Skilled Work

Child care, older people's care, and managing a household—all require experience, patience, and care. Outsourcing all these tasks would cost you much more than one worker.



### "Like Family" Means Nothing Without Fairness

Saying "she's like family" doesn't justify unpaid overtime, unclear expectations, or low pay. Would you treat a family member that way—or want your child treated that way at work?



### Inequality Has Deep Roots—You Can Uproot It.

Most domestic workers are women from disadvantaged backgrounds. Fair treatment isn't charity—it's justice. Changing your mindset can help break the cycle of exploitation.

## Not About Blame—About Balance

Many employers care for their domestic workers deeply, but care should be backed by protections—not just goodwill. Refusing to call them workers keeps them in the shadows. Change starts with RECOGNITION.

*"They call me 'mbak' with love. But love alone doesn't pay for healthcare or protect me from abuse."*

It starts with you. Recognize your domestic worker as a worker, not just a helper.

## Beyond "Helpers": Valuing the Skills & Dignity of Domestic Workers

Domestic workers cook, clean, care, and support—yet we often call them "just helpers."

But the truth is:

- They are WORKERS
- They do SKILLED, essential labor
- They deserve DIGNITY and respect
- If outsourced, their work would be far more expensive—yet it's often UNDERVALUED.

## Millions at Work, Yet Missing in Data: The Hidden Reality of Domestic Workers



### No Written Contracts

Often working under verbal agreements with no job security, clear expectations, or protection from unfair dismissal.



### Excessive Working Hours

Many start before sunrise and continue into the night—there are no boundaries between work and rest.



### Lack of Social Protection

Most workers have no health insurance, no pensions, and no maternity leave. If they fall ill, they lose income or their job.



### The Hidden Cost of Convenience

Domestic workers handle child care, older people's care, cooking, cleaning, and laundry—all in one. Outsourcing these separately would cost far more than what most employers pay a single worker.