



**High Commission of India  
Kuala Lumpur  
[Labour Wing]**

**Press Note**

**Recruitment of Indian Housemaids in Malaysia**

It has come to the notice of the High Commission of India, Kuala Lumpur that a significant number of Indian female domestic workers are being brought into Malaysia through channels in violation of both Indian and Malaysian immigration and employment laws.

2. As per the guidelines laid down by the Immigration Department of Malaysia, India is one of the nine countries approved for the recruitment of Foreign Domestic Helpers (FDH). Malaysian employers intending to hire Indian domestic workers are required to obtain a **Visa With Reference (VDR)** from the Immigration Department of Malaysia. Based on the VDR, the prospective worker applies for an employment visa at the Malaysian High Commission or Consulate in India. Upon arrival in Malaysia, the employer is responsible for converting the VDR into a **Temporary Employment Visit Pass (Pas Lawatan Kerja Sementara – PLKS)** by following the due process of the Government of Malaysia.

3. However, it has been observed that many Indian domestic workers are being brought into Malaysia by agents using **visa-free entry**, thereby violating the established procedures. This practice not only contravenes immigration laws but also exposes the housemaids to significant risks and violative practices.

4. To safeguard the rights and welfare of Indian nationals seeking overseas employment, the **Government of India introduced the eMigrate system in 2015 which has been recently upgraded**. eMigrate ensures transparency and accountability in the recruitment process. Key safeguards of eMigrate include involvement of authorized recruiting agents, and authentication & attestation of contract and supporting documents by the Indian Diplomatic Mission.

5. Indian Emigration Guidelines do not permit recruitment of Indian women who are below 30 years of age and hold **ECR (Emigration Check Required)** category passports to take up overseas employment as domestic workers.

6. Additionally, the recruitment of Indian female domestic workers from India is **restricted to nine State-run recruiting agencies, which are as follows:**

1. **NORKA Roots** – Kerala
2. **ODEPC** – Kerala
3. **OMCL** – Tamil Nadu
4. **UPFC** – Uttar Pradesh
5. **OMCAP** – Andhra Pradesh
6. **TOMCOM** – Telangana
7. **RSLDC** – Rajasthan
8. **KUWSSB** – Karnataka
9. **KVTSDC** – Karnataka

7. In cases where foreign employers wish to recruit directly, they may do so **only via the eMigrate portal**, following applicable guidelines and using the standard employment contract which is available on eMigrate.

8. Furthermore, as per the **Memorandum of Understanding** signed between the Governments of India and Malaysia on **20 August 2024**, both the governments are obligated to ensure the **safety, security, and welfare** of all workers, particularly female workers, and to protect them from harassment, abuse, and forced labour.

9. All stakeholders, including prospective employers in Malaysia, are hereby advised:

- (i) **To follow the procedures outlined by both the Government of Malaysia and the Government of India, including the use of the eMigrate platform for recruitment of Female Domestic Helpers (FDH) from India; and**
- (ii) **To recruit Indian domestic workers (FDH) through authorized agents from India.**

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**09.09.2025**