



Hong Kong Federation of Asian Domestic Workers Unions 香港亞洲家務工工會聯會

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Wages increase at half the inflation! \$6,300 Now!

工資增幅僅為通脹的一半！外籍家務工要求加薪至\$6,300！

See below for Chinese and photos of today
(中文稿及相片見下面)

Hong Kong, July 31, 2024 — Migrant domestic workers leaders of the Hong Kong Federation of Asian Domestic Workers Unions (FADWU) and several migrant groups and NGOs met together with the Labour Department today (31 July 2024) at the Labour Department's headquarter in Central. Seven officials led by Miss Drew Lai, Assistant Commissioner (Policy Support) met with FADWU leaders alongside with other migrant domestic workers (MDWs) groups. FADWU demands for a wage increase to \$6300 and food allowance to \$2700.

Devalued labour, No money to retire

According to research by Enrich, migrant domestic workers make a significant contribution to Hong Kong's economy, directly contributing 3.6% to the local GDP and freeing up 30% of the local female workforce. Yet MDWs are paid extremely low with an hourly rate of only HK\$6.7 and 24 hours on call, which is far below the statutory minimum wage of HK\$40, and the monthly salary is only 24% of the median income in Hong Kong. The disparity between their wages and their contribution to society is glaring.

For the past 26 years, migrant domestic workers' salaries have only risen \$1010 or 26%. Yet the inflation has risen 50%. By keeping the wage at half the inflation rate, the government cleverly avoided investing in long-term care policies, shifting the burden onto ordinary Hong Kong families and cheap labor from abroad. This approach not only exploits migrant domestic workers but also poses a challenge to social equity in Hong Kong.

Migrant domestic workers not only need to cover their own expenses in Hong Kong, but also support their families back home. The inflation rate in their home countries has risen exponentially especially after the COVID. There are countless workers who worked hard for their whole life only to be left with no money and need to borrow to survive. **We demand a living wage of \$6300**, which is based on the Oxfam living wage proposal, after deducting the cost of rent, utilities and food covered by employers, so that domestic workers can have savings for their retirement.

No standard for food, A piece of bread as a meal

A survey done by Caritas in 2023 shows that 36% migrant domestic workers are constantly feeling hungry, which translates to almost 130,000 people. Besides that, thousands of migrant workers don't receive any food or food allowance. The standard contract does not specify the standard of food to be provided, as the employer can count a piece of bread or an egg as a meal, and the workers have no way to argue with the employer.

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In addition, the very low food allowance does not cover the daily needs of a healthy adult. The Department of Health suggests that an adult should eat 3-8 bowls of grains, at least 3 servings of vegetables, at least 2 servings of fruits, 5-8 tael of protein and 1-2 servings of milk per day. With the current food allowance of only \$40 per day, how can the above needs be met?

We demand the food allowance should be \$2700, which is the minimum Monthly Food Expenditure of one person household based on Oxfam living wage report. Migrant workers are human beings and we should enjoy the same food as everyone else. Domestic workers are the cornerstone of society and should be treated with equality and respect.

The Labour Department only stresses to remind employers to respect workers rights and do more publicity on harmonious employment relationships.

FADWU demands the HK government:

1. Increase the MAW to \$6,300 and the food allowance to \$2,700;
2. Specify the standard of food provided in the Standard Employment Contract, Ensure all domestic workers are no longer in hunger;
3. Abolish the so-called “job-hopping” policy, delete the part on “job-hopping” from the Code of Practice for Employment Agencies;
4. Take legislative measures and strengthen enforcement to ensure all the employment agencies are complying the CoP;
5. Labour Department to monitor and take complaints to ensure domestic workers’ personal identification documents are not withheld;
6. Relax the two-week rule;
7. Legislate to protect the safety of domestic workers in window cleaning;
8. Review the minimum household income requirement for employers to hire a domestic worker;
9. Inspect the workplaces of domestic workers to ensure employers follow the contract.

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Photos here: https://drive.google.com/drive/folders/1a3Jjz-FgBK_nBVofRwCq11nAKdxtPR7?usp=sharing

香港亞洲家務工工會聯會（FADWU）及其他外籍家務工團體的代表今天（2024年7月31日）一同在勞工處中環總部會見勞工處，出席勞工處官員一共六位，包括勞工處助理處長(政策支援)黎細明女士。FADWU 要求增加工資至\$6300，增加食物津貼至\$2700。

人工越來越貶值，無錢退休做到死

根據 Enrich 的研究，外籍家務工對香港經濟的貢獻不可忽視，她們直接貢獻了本地生產總值的 3.6%，並釋放了 30% 的本地女性勞動力。然而，外籍家務工的工資極低，時薪僅 6.7 港元，且需要全天待命，遠低於香港的法定最低工資 40 港元，而月薪只有本港入息中位數的 24%。家務工的工資水平，與她們對社會的貢獻，遠不成比例。

在過去的 26 年裡，外籍家務工的工資只上漲了 1010 港元，增長率僅為 26%。與此同時，香港通脹卻上漲了 50%。政府通過將外籍家務工的工資維持在低於通脹的一半，巧妙地避免了對長期照護政策的投資，將負擔轉嫁給普通香港家庭和來自海外的廉價勞動力。這種做法不僅剝削了外籍家務工，也對香港的社會公平造成了挑戰。

家務工的工資除了負擔在港支出，更要供養母國的親人，這幾年母國的通脹率經過 COVID 之後更加水漲船高，工人辛苦打拼半生，沒有任何積蓄，需要借貸的例子比比皆是。**我們要求每月 6300 港元的生活工資**，這是基於樂施會的生活工資建議，扣除由僱主支付的租金、水電和食物津貼，讓家務工可以有積蓄退休。

食物無標準，一片麵包當一餐

明愛於 2023 年進行的調查顯示，有 36% 的工人經常覺得肚餓，相當於差不多 130,000 人。除此之外，還有成千上萬的工人收不到任何食物或食物津貼。標準合約無定明提供食物的標準，僱主提供一片麵包，一個雞蛋都算作一餐，工人無得拗。

此外，極低的食物津貼並不能滿足一個健康成年人的日常所需。衛生署建議一個成年人每天進食穀物 3-8 碗，蔬菜最少 3 份，水果最少 2 份，蛋白質 5-8 兩，奶類 1-2 份。以現行的食物津貼，每日只得 40 蚊，要如何滿足以上所需？

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我們要求食物津貼應為每月 2700 港元，這是基於樂施會生活工資報告中一個人家庭的最低月食物支出。移工也是人，我們應當享有與其他人一樣的食物。家務工是社會的基石，應當受到平等和尊重的對待。

FADWU 要求香港政府：

1. 將最低工資提高到\$6,300，食物津貼提高到\$2,700；
2. 標準合約應定明提供食物的標準，確保所有家務工不再挨餓；
3. 取消所謂“跳工”政策，刪除《職業介紹所實務守則》有關“跳工”部分；
4. 立法並加強執法以確保所有中介公司遵守《職業介紹所實務守則》；
5. 勞工處監察並處理投訴，確保工人的個人身份文件不被扣押；
6. 放寬“兩星期規定”；
7. 立法保護家務工清潔窗戶的安全；
8. 檢視僱主僱用家務工的最低入息限額；
9. 巡查家務工的工作場所，確保僱主遵守合約。

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