



**Hong Kong Federation of Asian Domestic
Workers Unions (FADWU)**



**Filipino Migrants Cancer Support Society
Hong Kong (FilMCaSS-HK)**

Press Release – Migrant Domestic Workers Who Fall Seriously Ill Face Illegal Termination and Healthcare Denial

Hong Kong, March 9, 2025 - Hundreds of migrant domestic workers (MDW) in Hong Kong are systematically denied their fundamental right to healthcare by employers illegally terminating their contracts upon being diagnosed with a serious illness, leaving them vulnerable and with few options for treatment.

The Federation of Asian Domestic Workers Unions (FADWU) and Filipino Migrant Workers' Coalition and Support Services (FilMCaSS-HK) today presented evidence that exposed the severe injustices faced by migrant domestic workers who developed serious illnesses during their employment.

FilMCaSS-HK has documented 195 cases of MDWs diagnosed with cancer or other critical illnesses during their employment. 30% of these workers were illegally terminated due to their health conditions, while others endured various forms of abuse, including unpaid wages and sick leave allowance, employers' refusal to cover medical expenses, and the forced sacrifice of statutory rest days for hospital appointments.

1. Illegal Termination Leads to Denial of Essential Medical Treatment

The termination of an MDW's employment results in the loss of their legal status in Hong Kong, subsequently denying them access to public hospitals at the subsidized "eligible person" rate. This drastic change can cause the cost of crucial treatments, such as chemotherapy, to skyrocket by up to 64%, rendering them financially unattainable for MDWs.

While the Employment Ordinance prohibits termination during paid sick leave, and the Disability Discrimination Ordinance protects against unequal treatment due to illness, MDWs are often deterred from pursuing legal claims. The fear of losing access to vital medical care during the lengthy legal process forces many to abandon their rights. Consequently, the majority of terminated MDWs either return to their home countries in search of treatment or face the end of their lives without proper care.

"It is discriminatory, inhuman, and potentially illegal to terminate a worker on health grounds," stated a spokesperson for FADWU and FilmCaSS-HK. "We demand the government grant MDWs who bring a case against their employer for discriminatory treatment due to health continued access to public healthcare at an eligible person's rate."

2. Abuse Persists Amidst Fear of Losing Medical Access

Even MDWs who retain their employment while seriously ill face severe exploitation. Among 67 documented cases, 7 workers received no salary, 30 were denied medical expense coverage, 13 had only partial medical expenses covered, and 14 were forced to use their rest days for hospital appointments. Only 10 workers received full support from their employers.

The fear of termination and the subsequent loss of medical access silences many MDWs, preventing them from reporting employer violations. Providing continued access to public healthcare after termination would empower these workers to assert their rights without fearing for their lives.

Key Demands:

- Grant MDWs who file discrimination claims due to health continued access to public healthcare at the "eligible person" rate.
- Enforce existing labour laws to protect MDWs from illegal termination and exploitation.
- Increase awareness of MDWs' rights and provide accessible legal support.

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新聞稿 – 加強教育及執法 保障外傭醫療與勞工權利

香港，2025 年 3 月 9 日——在香港，數以百計的外傭正面臨基本醫療權利被系統性剝奪的困境。許多外傭在被診斷出患有重病後，遭僱主非法解僱，這嚴重限制了他們獲得適當治療的機會。

今日，香港亞洲家務工工會聯會（FADWU）與菲律賓移工癌症支援聯盟（FilMCaSS-HK）聯合召開記者會，揭露了外傭在工作期間罹患重病時所遭遇的嚴重不公現象。

根據 FilMCaSS-HK 的記錄，已有 195 宗外傭在工作期間被診斷出癌症或其他重病的案例。其中，三成外傭因健康問題被非法終止合約，其他則遭受各種形式的剝削，包括未獲支付工資和病假津貼、僱主拒絕承擔醫療費用，以及因醫院預約而被迫放棄法定休息日。

非法終止合約剝奪基本醫療權利

一旦外傭的合約被終止，他們將失去在香港的合法身份，進而無法以「合資格人士」的身份享受公立醫院的補貼費率。這使得關鍵治療（如化療）的費用可能一夜之間暴漲 64 倍，對外傭而言，這是一筆難以承受的巨額開支。

儘管香港的《僱傭條例》禁止僱主在員工帶薪病假期間解約，且《殘疾歧視條例》保護僱員不會因病受到不平等待遇，但外傭在權利受侵時，往往因擔心漫長的法律程序期間無法治療而不敢提出法律索賠。結果，大多數被解約的外傭只能選擇返回原籍國尋求治療，或在缺乏適當護理的情況下等待生命的終結。

「因健康理由終止合約的做法，既歧視又不人道，且可能違法。」FADWU 和 FilMCaSS-HK 的發言人表示。「我們要求政府保護因健康原因遭受歧視的外傭的勞工權益，並確保他們在向雇主提出索償的過程中，能以合資格人士的費率繼續獲得公立醫療服務。」

懼怕失去醫療保障，更多外傭啞忍剝削

即使是那些確診後仍保住工作的外傭，也面臨嚴重的剝削。在 67 宗已記錄的案例中，7 名工人未收到工資，30 名工人未獲醫療費用覆蓋，13 名僅部分醫療費用獲得覆蓋，而 14 名工人被迫使用休息日進行醫院預約。只有 10 名工人獲得了雇主的全力支持。

對終止合同及隨之而來的醫療保障喪失的恐懼，使許多外傭保持沉默，無法向當局舉報雇主的違法行為。若政府能在終止合約後持續提供公立醫療服務，將使這些工人有能力在不懼生命安全的情況下維護自己的權益。

主要訴求：

- 保障因健康原因受到歧視的工人，在索償期間以「合資格人士」費率獲得公立醫療服務。
- 嚴格執行現有勞工法例，保護外傭不受非法終止合約和剝削。
- 提高外傭對權益的認識，並提供易於獲得的法律支持。

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