

FACT SHEET

Hiring of Foreign Domestic Helpers in Selected Jurisdictions

	Hong Kong	Singapore	Taiwan	Japan	Canada
Wage of foreign domestic helpers					
Wage setting	<ul style="list-style-type: none"> Minimum allowable wage (MAW) set by the Administration. Director of Immigration takes MAW into consideration in examining visa applications for employment of foreign domestic helpers. 	<ul style="list-style-type: none"> Mutual agreement between employer and employee. Wage setting is not regulated by any legislation or specific policy measure. 	<ul style="list-style-type: none"> Mutual agreement between employer and employee. The minimum wage provision of the Labor Standard Law does not cover foreign domestic helpers. 	<ul style="list-style-type: none"> While Japanese nationals are not allowed to hire foreign domestic helpers, diplomats and foreign company executives are allowed to bring their own domestic helpers from abroad on a case-by-case basis under strict conditions. One of the conditions, as stipulated in the Immigration Control and Refugee Recognition Act is the adherence to the minimum wage. 	<ul style="list-style-type: none"> Minimum wages set by employment standards legislation of all provinces and territories in Canada except New Brunswick, applicable to the working population.
Wage amount	<ul style="list-style-type: none"> Currently HK\$3,670 per month. The Administration proposes HK\$3,270 per month with effect from 1 April 2003. 	<ul style="list-style-type: none"> Ranging from S\$200 (HK\$899) to S\$330 (HK\$1,483) per month. 	<ul style="list-style-type: none"> While the government encourages employers and employees to make reference to the minimum wage of TW\$15,840 (HK\$3,565) per month in wage determination, the market wage may be lower.* 	<ul style="list-style-type: none"> The minimum wage for foreign domestic helpers is JAP¥150,000 (HK\$10,003) per month. 	<ul style="list-style-type: none"> Minimum wages from CAN\$5.9 (HK\$31) to CAN\$8.5 (HK\$45) per hour. In Quebec, the rate for foreign domestic helpers is CAN\$292 (HK\$1,555) per week or CAN\$1,168 (HK\$6,220) per month.

	Hong Kong	Singapore	Taiwan	Japan	Canada
Levy on hiring a foreign domestic helper					
Name	Employees Retraining Levy.	Foreign Workers Levy.	Employment Stabilization Fee.	No levy.	No levy.
Levy is imposed on	Employer.	Employer.	Employer.	Not applicable.	Not applicable.
Levy amount	The Administration proposes HK\$400 per month with effect from 1 October 2003.	Currently S\$345 (HK\$1,550) per month or S\$12 (HK\$54) per day.	Currently TW\$5,000 (HK\$1,125) per month.	Not applicable.	Not applicable.
Payment method	A lump sum or four equal instalments for an employment contract.	Monthly payment.	Monthly payment.	Not applicable.	Not applicable.
Legislation	Section 14 of the Employees Retraining Ordinance.	Section 11 of the Employment of Foreign Workers Act.	Article 55 of the Employment Service Act.	Not applicable.	Not applicable.
Purpose of levy	Training and retraining of the local workforce.	A means of moderating the demand for foreign domestic workers.	Promote national employment, improve labour welfare and administer foreign worker affairs. [#]	Not applicable.	Not applicable.

* According to the *Daily News*, a foreign domestic helper receives TW\$10,390 (HK\$2,340) per month.

Article 3 of the Measures for Employment Permission and Supervision of Foreign Persons stipulates that "In adherence to Sub-Paragraph 7, Paragraph 1 to Article 43 of the Employment Service Act, the central competent authorities, in sanctioning applications for the employment of domestic workers, must weigh domestic labor market conditions, household needs, actual the number of domestic workers needed, nationality and qualification standards. The above information shall be announced publicly."

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References

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2. Live-in Caregiver Home--Human Resources Development Canada available at <http://www.on.hrdc-drhc.gc.ca>.
3. The Live-in Caregiver Program--Citizenship and Immigration Canada available at <http://www.cic.gc.ca/english/irpa/fs-caregivers.html>.
4. Information provided by Consulate-General of Japan.
5. Economic Development and Labour Bureau (Labour Branch) "Legislative Council Brief: Review of the Policy on Foreign Domestic Helpers", 26 February 2003.
6. Employees Retraining Ordinance (Cap. 423).
7. Information provided by Economic Development and Labour Bureau (Labour Branch).
8. Legislative Council papers: LC Paper No. CB(2)1438/02-03(01) and LC Paper No. CB(2)1438/02-03(02).
9. "Employing Foreign Domestic Workers: A Guide for Employers" available at <http://www.gov.sg/mom/wpd/mom0405/guide.htm>.
10. Employment of Foreign Workers Act.
11. "Extension of Levy Moratorium" available at <http://www.gov.sg/singov/announce/121202mom.htm>.
12. Information provided by Ministry of Manpower.
13. Employment Service Act.
14. Information provided by Employment and Vocational Training Administration.
15. "Philippines: migrant workers find ways around limits on organising" available at <http://origin.dailynews.lk/2003/01/10/fea02.html>.