



ASIAN MIGRANT CENTRE

August 2009

Federation of Asian Domestic Workers' Unions in HK (FADWU) Organising Committee at Victoria Park, 1 May 2009



A Compendium on the Proposed Statutory Minimum Wage (SMW) Law

Proposal for an SMW Law in HK, May 2009

1. The basic principles of the SMW Law are:
 - a. Protection of the most vulnerable sections of the HK working population, including local and foreign domestic workers.
 - b. Non-discrimination and universal application – all workers, foreign and migrants, DWs and other job categories, shall be protected by one SMW Law.
 - c. Equal treatment – all workers, local and migrants, shall be equally protected and treated under the SMW Law, consistent with CEDAW, CERD and relevant United Nations and ILO standards; equal pay for equal work - local and foreign DWs, who work in the same job category, shall have equal treatment, wages (HK\$33/hour) and benefits under the SMW Law;
 - d. Decent work – the levels of wage, conditions of work, and treatment of DWs shall uphold ILO's decent work principles.
2. Proposed minimum wage system for foreign (migrant) domestic workers and live-in local domestic workers:
 - a. MDWs shall be paid on a monthly basis.

- b. The monthly work period guarantees 1 rest day per week (24 hour continuous period, as per existing law);
 - c. The monthly work period guarantees a minimum of 8 hours continuous period of sleep per day;
 - d. The monthly wage is payment for 8 hours of regular work per day.
-The actual hours of work shall be determined by the employer, and may be staggered during the day; provided the total is not more than 8 hours per day.
 - e. The monthly wage rate for MDWs shall be HK\$6,864 (for 8 hours regular work per day), of which:
*HK\$ 4,000 = take home pay (approx HK\$19.23/hour);
*HK\$ 2,864 = deducted by employer; payment for food/living expenses (HK\$ 13.77/hour for 8 hrs and 26 days);
 - f. The remaining 8 hours of the day (outside of 8 hours of regular work and 8 hours of sleep) shall be considered as "rest period":
-"Rest period" is MDW's own time; use of this time shall be negotiable and based on mutual agreement between the MDW and employer; if MDW agrees to do work at this time, this shall be considered "overtime work". The MDW shall not be forced to do overtime work;
-If MDW does overtime work, this will be with additional pay. Additional pay shall be at the same rate as regular working hours (i.e. HK\$ 19.23/hour).
3. Proposed minimum wage for live-out local domestic workers:
 - a. Per hour basis
 - b. HK\$33/hour
4. The Statutory Minimum Wage (SMW) Law shall cover ALL workers in HK – particularly ALL domestic workers (local and foreign).
5. The SMW Law should have the following basic components:
 - a. The SMW Law shall legislate appropriate minimum wage levels for the key job categories in HK; there may be varying wage levels and wage schemes (hourly, monthly, or piece-meal rate) for the various job categories;
 - b. The SMW Law shall define a clear mechanism for regular review of wage levels, which is transparent, accountable and representative. Representation of the workers in this SMW body, including domestic workers, should be guaranteed. The representation of the workers and DWs shall be through their registered unions.
 - c. The SMW Law shall provide for clear and effective mechanisms for monitoring and compliance of the law, and punishment and redress for violations of the same. The registered DW trade unions shall act as the official bargaining/representative agent of the DWs in monitoring, complaining and seeking redress for violations.

OPEN LETTER TO THE LEGISLATIVE COUNCIL & PANEL ON MANPOWER, 16 APRIL 2009

*Legislate One Minimum Wage Law for ALL Workers in Hong Kong!
Ensure that ALL (Local & Foreign) Domestic Workers Are Protected by
HK's Minimum Wage Law!
Equal Treatment & Decent Work for ALL Domestic Workers!*

To: The Chairperson
Panel on Manpower, Legislative Council
Hong Kong SAR

Sir/Madam:

We welcome the commitment of the HK SAR Government to legislate a Statutory Minimum Wage (SMW) Law for workers in Hong Kong.

We support and reiterate the position that the central aim of the SMW Law is to "address the problem of working poverty" by providing minimum protection for the income of the most vulnerable and needy sections of the working population – who otherwise have no security of income and will suffer from unfairly low wages despite the very long working hours and multifarious tasks that they do.

Cleaners and domestic workers -- both local and foreign -- are prime examples of these highly vulnerable and low-paid sections of the HK working population. In the case of domestic workers, they are also predominantly (over 95%) composed of women. As the Manpower Panel and the employers' groups themselves have admitted, domestic workers do multifarious tasks, and are essential for households in HK needing child care and elderly care in addition to the standard housework. More than 36% of FDWs in HK do child care (pre-school age); 14% help children with their school work; another 10% do elderly care; 2% take care of the sick. [AMC & CMR Baseline Research, 2001] The Manpower Panel noted that DWs help increase the labour participation rate of women in HK. Like all other workers in HK, DWs are productive members of HK society; FDWs in particular, contribute at least 1% of HK's GDP. [AMC study, 2004].

Despite these, employers have always sought to minimise the wages, benefits and protection of domestic workers. Instead of properly recognising and valuing the important role and contributions of DW in HK, current policies and practice unfairly restrict the rights, diminish the value, and discriminate against DW, particularly foreign domestic workers. The idea of excluding DW from the coverage of the proposed SMW Law is another glaring example of such exclusionary and discriminatory attitude.

SMW Law
SHOULD include
ALL workers!

Legislate
Minimum Wage
for ALL!

Domestic work is
work!

Domestic
workers are
workers, not
slaves!

Domestic
workers are
people, not
machines!



These kinds of disadvantageous and discriminatory treatment of DWs as women and as workers undermine the basic principle of promoting women's rights and gender justice, to which HK has committed (e.g. through UN conventions like CEDAW and ICESCR). These kinds of treatment are not consistent with HK's commitments under the core ILO labour rights conventions and the "Decent Work" principles.

We reiterate the position that it is the basic function of government to provide basic social safety nets and supportive policies for the vulnerable sections of the working population. Among such basic safety nets are minimum wage, social security, and occupational safety and health protection. These are more important now amidst the global economic crisis, and the increasingly globalised and cut-throat world of work in the future.

Therefore, we strongly oppose the idea of excluding domestic workers – specifically foreign DW – from the SMW Law. We oppose this as another example of institutional exclusion and discrimination of FDWs in HK:

1. The idea of excluding the very same vulnerable workers from the protection of the SMW Law negates the very purpose of enacting a SMW Law.

The more than 248,000 FDWs (as of Jan 2008) constitute almost 7% of the HK labour force. Why would a minimum wage law deny protection for the 7% of the most vulnerable, mostly-women workers in HK?

2. FDWs are not accorded special (privileged) treatment in HK; in fact, they are widely abused and exploited, not only physically but including through wage violations.

There is widespread underpayment of FDWs (over 40% of Indonesians and Nepalese); denial of statutory holidays (23% of all FDWs; over 66% of Indonesians), denial of weekly days off (20% of all FDWs; over 60% of Indonesians). Many are not given proper food/living space and are subjected to verbal/physical abuses (24%). Charging of excessive fees by recruitment agencies is a widespread problem. [AMC Baseline research, 2001 and 2004]

While the other abuses can be addressed through other laws and channels, wage-related problems can be alleviated through a stronger SMW Law protecting all HK workers in general, including DWs in particular.

The premise that DWs are given more favourable treatment because of "unique circumstance" is not accurate. Foreign workers employed in other (non-DW) job categories are afforded their own similar or better incentives. Obviously, these incentives (passage not only for the worker but also for family, better health insurance, mandatory provident fund, bonuses and commissions, food subsidy, housing allowance, etc.) are proportionately better as the professional category goes higher. Many of these benefits are not even available to FDWs. The point is, the current minimum wage of MDWs are kept low by the government because it already accounts for these 'quantitative benefits' received by the FDWs. Conversely, other (non-DW) foreign workers in HK, who are not provided housing or food subsidy by their employers, receive higher salaries.

Therefore, these 'special benefits' should not be used as argument to deny coverage of FDWs under the SMW Law. In fact, a comprehensive SMW Law is needed to lay down the basic principles and parameters in quantifying and considering these factors in the setting of the minimum wage levels – a mechanism that is not in the current MAW policy.

The same principle is true for working hours. While it is true that it is hard to make a uniform rule on working hours for DW, essential principles/parameters that is applicable to all workers (including DWs) can or need to be defined by the law as a minimum reference – for example, a minimum monthly wage for FDWs contingent on a prescribed maximum working hours per day. Obviously, it is beyond humanitarian principles to make anyone work more than 16 hours per day (assuming a person needs 8 hours of sleep) – the current average length of a work day for FDWs in HK.

3. The existing MAW policy for FDWs is essential, but not sufficient, to protect DWs. If FDWs are excluded from a new comprehensive SMW Law, the existing MAW will not be sufficient to protect FDWs.

In fact, a specialised MAW only for FDWs (separate from the central SMW Law) will be a clear case of discrimination if it provides *less* favourable treatment for FDWs. If it provides the same or better protection, then why shouldn't it be incorporated in the comprehensive law?

The main weakness of the existing MAW policy is its being specialised and "stand-alone" – i.e. applicable only for FDWs. Over the years, in the absence of a comprehensive SMW Law for HK, the MAW provided minimum wage protection for FDWs. However, because it is a specialised law in and all by itself, it has many weaknesses, including: lack of implementing/monitoring mechanism (e.g. 40% of Indonesian and Nepalese FDWs continue to be underpaid); lack of transparency and accountable mechanism for decision-making (who decides on the rates, how, and on what bases?); and an overall lack of framework of basic labour rights protection in the context of all workers in HK. Adopting a universal SMW Law covering all workers in HK in general, including domestic workers in particular, will help resolve these essential problems.

The minimum wage protection of FDWs can only be enhanced if this is incorporated in the comprehensive SMW Law covering all workers in HK, because this comprehensive law will require stronger labour rights principles/framework, more clearly-defined decision-making mechanism, and the stronger monitoring, implementing and redress mechanisms for workers, including domestic workers, in HK.

4. The premise to exclude/deny SMW coverage for DW "because of practical difficulties in monitoring or implementing" the SMW Law is a false premise; these difficulties are in fact the very reasons why it is important to ensure that DWs are protected by the SMW Law:
 - a) A law is enacted because of the needs and principles (i.e. labour protection) that we want to uphold; these needs and principles could not be negated by 'practical difficulties.'
 - b) The 'practical difficulties' (e.g. monitoring and compliance) are not unique to the case of FDWs, or of the minimum wage. There are many other provisions of the Labor Ordinance (that apply for FDWs and other workers in HK) that are not monitored – e.g. working hours, rest days, statutory holidays, etc. Yet, these have always been in the law – and no one is arguing to exclude them because of difficulty in implementing/monitoring. Indeed, their being part of the law creates a necessary condition for their being monitored/implemented – because workers have a legal right to complain and seek redress if these are violated.
 - c) The 'practical difficulties' are not impossible to overcome. There are existing complaint and redress mechanisms that can be used and strengthened to help in the monitoring and adherence to the SMW Law as this applies to DWs; new mechanisms can also be adopted. The DWs have trade unions and support organisations that can represent and help them. Therefore, there are available and additional practical ways to address the 'practical difficulties' – which can precisely be done IF the DWs are included in the coverage of the SMW Law.
 - d) As the Manpower Panel itself noted, several countries (Australia, France, Canada) include DWs under their minimum wage laws. The ILO will also highlight the need for laws protecting DWs, when it tables in 2010 the proposed adoption of an ILO Convention on Domestic Workers. This new international treaty will help improve the legal standards in protecting DWs.
5. Excluding FDWs from another key government policy reinforces a systematic pattern of institutional exclusion and discrimination of FDWs under HK laws. Since the 1980s, the "New Conditions of Stay" (NCS) policy has discriminated and marginalised FDWs from many benefits that are available to other

(professional) foreign workers in HK – e.g. residency, family reunification, job mobility, etc.

Three (3) major human rights committees of the United Nations (CEDAW, CERD, ICESCR) have investigated and concluded that the NCS is discriminatory and inconsistent with HK's obligations under international laws.

The newly-enacted race discrimination ordinance is another example of a law which (ironically) denies essential protection for foreign DWs – e.g. discriminatory policies and practices (e.g. NCS) of the immigration and other government bodies could not be questioned.

Excluding FDWs from the proposed SMW Law clearly validates that, despite the avowed importance of FDWs in providing care services and allowing more HK women to be active in the labor force, HK is out to minimise, diminish, marginalise and reinforce the vulnerable situation of FDWs – so that they remain cheap and a “cost effective” option for employers in HK. This clearly runs against HK's commitments under CEDAW, ICESCR, and ILO's Decent Work principles.

Therefore, we call on the Panel on Manpower in particular, and the Legislative Council as a whole, to uphold and promote the principles of human rights, social justice and gender equality in formulating a new, universal SMW Law.

We call on the Legislative Council to legislate a just and effective SMW Law that:

1. Guarantees universal minimum wage coverage for all workers in HK, specifically the low-paid and vulnerable workers, both local and migrants. While adhering to universal, equal pay-for-equal work principles, the Law can provide for particular parameters to address specific characteristics of some work sectors, e.g. domestic workers.
2. Guarantees protection and inclusion of all DWs – local and migrants, live-in and live-out --under the SMW Law. The basic aim of the SMW Law should affirm HK government's commitment to the principles of decent work, human rights, gender equality, social justice, equal treatment/non-discrimination.
3. Provides for decent and just minimum wage levels for the workers, especially the lower-paid and vulnerable sectors, including local and foreign DWs. The new SMW Law should enhance, and in no case diminish, the current levels of wage and protection of DWs.
4. Upholds and promotes transparent, accountable and democratic principles in decision- making (in determining wage levels). Workers' representatives, including from the trade unions of DWs, should have institutional involvement in such decision-making process.
5. Strengthens the mechanisms for monitoring and compliance of the minimum wage law.
6. Ensures consultative and democratic process throughout the drafting and formulation of the new SMW Law.

Thank you very much.

Sincerely,

Ms. Sringat / Mr. Eric Ligon (on behalf of the Organising Committee)
Federation of Asian Domestic Workers' Unions in HK (FADWU)



REITERATION OF POSITION ON THE INCLUSION OF DOMESTIC WORKERS IN THE SMW LAW, JUNE 2009

The Federation of Asian Domestic Workers' Unions in HK (FADWU-Organizing Committee), Coalition for Migrants Rights (CMR), and the Asian Migrant Centre (AMC) strongly condemn the Hong Kong government's move to exclude all live-in domestic workers from the coverage of the Statutory Minimum Wage (SMW) Law based on the recommendations of the Labour and Welfare Department. The draft of the proposed minimum wage bill has reached the organizations and after a thorough review of the text, FADWU, CMR, and AMC deem it utterly disappointing for migrants, who make up the majority of the excluded live-in domestic workers, to be left out of a legislation that was initially touted to "safeguard the interests of the vulnerable."

"Unfortunately, our exclusion from the coverage of the SMW is not exactly surprising. This is in fact expected from the government department that is supposedly looking after the welfare of ALL workers in Hong Kong, the same department that expects and demands of us, domestic workers, inhumane

provision of round the clock presence and service on demand for 24 hours a day," says Sumiati, CMR Chairperson.

"We didn't realize that **'enhancing social harmony' was another burden domestic workers had to carry on our backs,**" she further lamented. Apparently, the government and the Labour and Welfare Department consider it appropriate to exclude the most vulnerable sector of the work force from a legislation based on unconfirmed speculations on mere "possibilities of significant and far-reaching socio-economic ramifications."

FADWU, CMR, and AMC are outraged by this regrettable development in the SMW campaign. **FADWU, CMR, and AMC continue to stand by their commonly held solid position on the inclusion of domestic workers in the SMW Law,** which is grounded on principles of non-discrimination, equality, decent work standards, and the long overdue recognition of domestic work as work.

The groups reiterate the basic principle of protecting the most vulnerable sections of the HK working population. "We call on the HK SAR Government to abide by its commitment to have as SMW Law's central aim to "address the problem of working poverty" by providing minimum protection for the income of the most vulnerable", says leaders of unions comprising FADWU. **The SMW Law ought to come into fruition for the very reason it was designed,** which in this case will constitute protection and coverage of more than 248,000 migrant domestic workers (January 2008 figure) as well as more than 7,000 local domestic workers.

We emphasize the urgency of **recognizing the value of domestic work and the invaluable contributions of domestic workers** not just to the household but to the economies in our host countries. The Legislative Council Brief does not deny that domestic workers do multifarious tasks, and we assert that DWs are equally essential and indispensable for households requiring child care, elderly care, care for the sick on top of all standard housework. In doing this number of household tasks single-handedly, DWs help increase the labour participation rate of women in HK. Moreover, DWs without a doubt are productive members of and contributors to HK society, with migrant domestic workers contributing 1% of HK's GDP [AMC study, 2004].

We also reiterate the sentiment we have collectively expressed to the Legislative Council and the Panel on Manpower as early as April this year that despite the value and contributions of domestic workers, - local or migrant, man or woman, stay-in or live-out, - employers have always sought to minimize the wages, benefits, and protection of domestic workers. Instead of properly recognizing and valuing the important role and contributions of DWs in HK, current policies and practice unfairly restrict the rights, diminish the value, and discriminate against DWs, particularly foreign domestic workers.

This current move excluding stay-in DWs, mostly migrant and women, from the coverage of the proposed SMW Law is another glaring example of such unashamedly exclusionary and discriminatory attitude of the HK SAR Government.

*Shame on the HK SAR Government for excluding us!
SMW Law should cover ALL workers!
Legislate minimum wage law for ALL!*

FADWU-OC, CMR, APL, AMC STATEMENT ON THE LABOUR DEPARTMENT'S RECOMMENDATION TO EXCLUDE DOMESTIC WORKERS IN THE COVERAGE OF THE SMW LAW JULY 2009

We, the domestic workers represented by the **Federation of Asian Domestic Workers' Unions (FADWU)**, the **Coalition for Migrants' Rights (CMR)**, and various partners, express the united position and strong solidarity among the **Chinese, Filipino, Indonesian, Nepalese, Thai and all DWs in Hong Kong**. We have ardently campaigned for the long overdue and greatly deserved recognition of our status, rights, welfare, interests, and dignity.

We are here today, 8 July 2009, to **collectively express and show our indignation over the HK Labour and Welfare Department's recommendation to exclude live-in domestic workers, the majority of whom are women and migrant, from the coverage of the proposed Statutory Minimum Wage (SMW) Law**. This decision of the HK government to exclude us from the protection of the SMW law is yet another glaring proof of the **recurring and methodical discrimination policy employed by the government** in its treatment of one of the most vulnerable, most abused, most exploited sectors of the working force here in HK.

This exclusionary and discriminatory treatment is unacceptable and we guarantee that this shameless act of the HK government will be opposed each step of the way, both here in HK and internationally.

Let it be known far and wide, that **HK**, which prides itself of being a world-class, cosmopolitan city based on the rule of law, **is using its laws to systematically discriminate against domestic workers, both foreign and its own people**, by subjecting them to sub-standard treatment and institutionalizing slavery-like conditions.

Let it be known far and wide, that **the government's Labour and Welfare Department**, which is supposedly the guarantor and protector of all workers' rights and security, **openly chose to side with employers' groups in proclaiming that, "we want HELPERS who should be working round-the-clock, providing service-on-demand, performing multifarious tasks, 24 hours a day... and we want them cheap"**.

Let it be known that when we, domestic workers, campaigned for the recognition of our status and rights as workers, and when we pushed for our rightful inclusion in the coverage of the SMW Law, the HK government's Labour and Welfare Department chose to side with the employers' groups in rejecting our inclusion, citing the following:

- "Distinctive working pattern of live-in domestic workers": they say that DWs have to provide round-the-clock, unlimited, on-demand service that is dependent on the 'prevailing needs of the employer'.
- "Enjoyment of in-kind benefits not available to non-live in workers" – they say employers provide "privileges" such as food, accommodation, medical treatment, passage from/to countries of origin which make DWs enjoy "a higher disposable income."
- "Possible significant and far-reaching socio-economic ramifications" – they say that "bringing live in domestic workers, including FDHs, under the SMW could cause financial hardship to many families."
- "Fundamental erosion of the FDH policy" – they say including DWs will necessitate the prescription of 'standard working hours' and the removal of the 'live in' requirement; they say "both of these would amount to a significant departure from the existing FDH policy, which has been put in place for good policy reasons and necessary immigration control;" they say limited working hours and alternative living arrangements will "dismantle the cornerstone of the policy of importing FDHs."

We condemn the fundamental position of the HK government and Employers' Association to defend and institutionalize a 20-year old "FDH policy" whose cornerstones are "immigration control" and the "good policy" of keeping DWs cheap, working round-the-clock, on unlimited working hours, providing on-demand service, and very limited protection.

1. On the "distinctive working pattern" – Joseph Law of the HK Employers' Association said

limiting DWs' work hours is absurd; it is absurd to ensure that DWs, like all human beings, need 8 hours of sleep each day. He deems it absurd that workers in HK, including DWs, are entitled to the same international labour standards, especially 8 hours/day or a maximum of 48 hours/week.

What is more absurd – limiting DWs' work hours to conform to international standards and enabling people to rest and sleep ... or expecting and actually making us work 24 hours a day, providing service-on-demand, for 'multifarious tasks', and all for HK\$6/hour?

What is more absurd – recognizing domestic workers as workers and applying labor laws and international standards without discrimination ... or the imposition of slavery-like conditions to DWs who are mostly women?

Who is more absurd – DWs calling for equal treatment and recognition of our rights as women, as humans, and as workers ... or the Employers' Association which similarly advocated for the removal of maternity protection for DWs in 2000, and saying employers should be allowed to make pregnant DWs work even on the 9th month of pregnancy?

Who is more absurd – DWs calling for inclusion and equal treatment under the SMW Law ... or the HK Labour and Welfare Department that promotes further limiting working hours for workers in HK (e.g. 5-day workweek), but denying DWs the same right to limited working hours, proper sleep, and protection from slavery-like conditions?

2. On "special in-kind benefits" – Domestic workers say it absurd for the Employers Association and the Labour and Welfare Department to even suggest that DWs, especially migrant domestic workers, are "privileged" and "accorded special treatment" in HK. **On the contrary, MDWs are accorded special DISCRIMINATORY treatment.** We have been discriminated against by the **NCS/2-week rule policy**. We have been excluded/discriminated against by the **Race Discrimination Law**. **And now we have been excluded again in the SMW Law.** What is "privileged" about these? The United Nations human rights bodies (CEDAW, CERD, and ICESCR) have cited HK for these discriminatory policies against MDWs.

Are we not one of the most vulnerable, most abused, and most exploited women workers in HK? There is widespread underpayment of MDWs (over 40% of Indonesians and Nepalese); denial of statutory holidays (23% of all MDWs and over 66% of Indonesians), denial of weekly days off (20% of all MDWs and over 60% of Indonesians). Twenty-four percent (24%) are not given proper food and provided with adequate living space, and worse, we are even subjected to verbal and physical abuses. [AMC Baseline research, 2001 and 2004]

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Foreign workers employed in other job categories are afforded significantly better benefits. Many of these benefits are specifically denied to DWs. The New Conditions of Stay (NCS) policy ensures that MDWs are denied of residency, job mobility, family right and other benefits enjoyed by other workers in HK.

3. On “possible significant and far-reaching socio-economic ramifications” – We did not realize that ‘enhancing social harmony’ was another burden DWs had to carry on our backs.

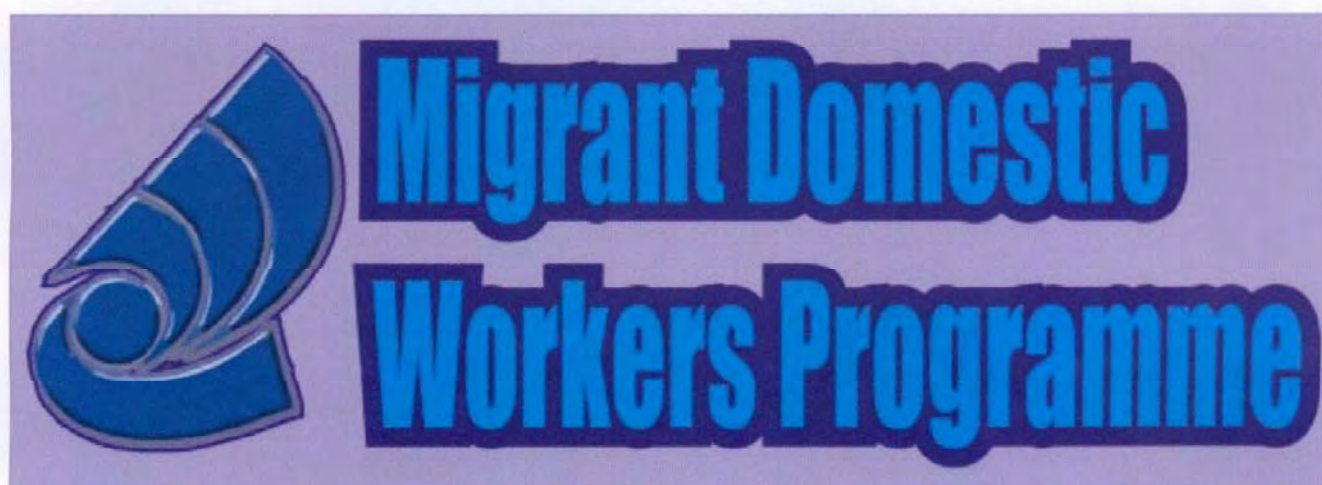
The HK Labour Department and Employers’ Association – by proclaiming that DWs provide housekeeping, childcare, elderly care and ‘multifarious tasks’ round-the-clock, on-demand, on unlimited working hours, and all for less than HK\$6/hour – **institutionalize the exploitation of DW as unpaid extensions of HK’s Social Welfare Department.**

4. On “fundamental erosion of FDH policy” – Undeniably, the SMW Law ought to recognize the time dimension of work, and this will naturally require HK to change its treatment of MDWs – from modern-day slaves to legitimate workers. The Labour Department, in our May 28 dialogue, acknowledged the government’s obligations under the ILO and UN to promote decent work and international labour standards. Why is moving away from slavery-like conditions and the exploitation and abuse of women and migrant workers “an erosion” of policy? Isn’t this in fact fulfilling the international obligations of HK?

There is nothing absurd or unreasonable about our demands. Indeed, we are calling the HK government and Employers’ Association to task. They have to live up to human rights and international labour standards. It is the obligation of the HK government to dismantle, NOT perpetuate, its decades-old, discriminatory and exploitative “FDH policy” of putting DWs and women migrants in slavery-like, abused and vulnerable position.

Coalition for Migrants’ Rights (CMR): Far East Overseas Nepalese Association, Filipino Domestic Workers’ Union, Indonesian Migrant Workers Union, Hong Kong Coalition of Indonesian Migrant Workers Organization (KOTKIHO), Thai Migrant Workers’ Union, Union of Nepalese Domestic Workers

Federation of Asian Domestic Workers’ Unions in HK - Organising Committee (FADWU-OC): Filipino Domestic Workers’ Union, Hong Kong Domestic Workers General Union, Indonesian Migrant Workers Union, Overseas Domestic Workers’ Union - Hong Kong, Thai Migrant Workers’ Union, Union of Nepalese Domestic Workers



Asian Migrant Centre-MDW AUGUST 2009