



**Submission to the Legislative Council Panel on Manpower**

**(Special Meeting 27 February 2014)**

**"Policies Relating to Migrant Domestic Workers and Regulations of Employment Agencies"**

**End discriminatory Policy for foreign domestic workers**

If equality is inclined to grant more employers to equality that you think is it equal for foreign domestic workers? In regard to the premature contract termination of workers allegedly intended to get compensate. It is not the real reason most of the housework. What the evidence do the Employers have? And if knowing the fact that there was a gap of Law in cooperation with the recruitment agency that the employer asserted it should be condemned, and executed the recruitment agency.

VISA rejection of foreign domestic workers because of the reasons for changing jobs just suspected. It is an unfair labor practice with the majority. In fact most workers want to work and earn money to support their families. They are not come far away from the home country for fun. The cost of getting to work in Hong Kong is not a small amount. Most of them are lending money for the expenses. Not all intend to premature contact terminate if there is no trouble or is no to much pressure, Because after the dismissal have a visa in Hong Kong just 2 weeks which is not enough to find a new employer. The proceeds from the issue of jobs and the air ticket one way or the employers can pay cash that does not exceed 1,000 HKD, is not enough for food and accommodation expenses if the event has a case or go to the neighbor country such as Macau to waiting for the visa, they can not work and earn money during case in process. That is the rules of the Immigration. They have to wait for a visa, 4-6 weeks to get to work and earn money it will be additional debt again. It is impossible that most workers would be willing to cancel the contract prematurely.

Thai domestic workers is probably better than others countries such as the Philippines and Indonesia in allowed to direct hire but Thai labour department is permitted only the employers or the employees can submit the employment documents. If the employer or the employee are unable to proceed on their own. The fee also is too high will also impact us, because we need to go through the recruitment agency to pay to get the job. For a visa in 2 weeks is not enough to find a new job. If we cannot find a job we have to return home and have to pay recruitment agency for a new job and make the new debt is accumulated again. If you have a good employer it's meant you have a good luck. If not, may be you don't have a holiday, Many house work, long working hours per day, work before leaving the house, cook for the employer in the evening on your holidays. Have a curfew on holiday and 24 hours on call. However, we will be patience. This is also the reason for the employer coercion and assault to the domestic workers and they will not arguments or against.

**Thai Migrant Workers Unions in Hong Kong, demand the Hong Kong government to do the following.**

**1. Ends to discriminatory for foreign domestic workers in Hong Kong.**

- 1.1 Abolish the 2 weeks rule
- 1.2 Stop Refusal of visa to foreign domestic workers without real evidence of the case of termination of premature contract.
- 1.3 Monitor the employer who terminated the contract prematurely. or change frequently employed do a record of the dismissal to suspension of foreign domestic workers.

**2. Cancel the license of illegal recruitment agency**

- 2.1. Ensure the recruitment agency with a complaint to collect excessive agency fee than the Hong Kong's legal limit of 10% and cancel the license of recruitment agency.

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