



# INDONESIAN MIGRANT WORKERS' UNION

c/o APMM, G/F., No. 2 Jordan Road, Kowloon, Hong Kong SAR  
Tel. (852) 2723-7536 Fax. (852) 2735-4559 Email: imwu.hk@gmail.com

---

## **Migrant Domestic Workers are Workers, Not Slaves.**

### **Regulate our Working Hours!**

*Submission of the Indonesian Migrant Workers' Union to the Panel on Manpower Panel of the Hong Kong Legislative Council on the report of the Standard Working Hours Committee*

The Indonesian Migrant Workers' Union (IMWU) urges the Manpower Panel of the Hong Kong legislative council to include foreign domestic workers (FDWs) in the statutory working hours.

We believe that FDWs are workers and as such, any labor regulation that is aimed to apply to all workers must also be made application to FDWs. Regulation on working hours is a needed policy on all members of the labor sector.

Migrant domestic workers has long been officially recognised by the HKSAR government as part of its workforce. Proof to this claim is the fact that migrant domestic workers have always been covered by the Employment Ordinance just as any other local workers in Hong Kong. The more than 350,000 population is so significant that it accounts to more or less 15% of the total women workforce in the territory. Excluding migrant domestic workers in the working hours regulation is a great disservice to this huge sector that provides the much-needed services to around 280,000 households.

In addition, the International Labour Organisation (ILO) in 2011 adopted the ILO Convention No. 189 or the Decent Work for Domestic Workers Convention. It is a historic recognition of domestic workers as workers by no less than the international community. As such, domestic workers, both local and migrants, are to be treated no less favourably than any other type of workers.

Hong Kong has always claim itself to be an international and multi-racial city. Excluding migrant domestic workers in the working hours regulation is a step backward towards modern-day slavery.

It is time for Hong Kong to prove itself to be fair working place for migrant workers. It is time for Hong Kong to remove the stains of modern-day slavery of migrants that has tarnished its image for the longest time. It is time for Hong Kong to walk the talk as it has always claims to want to protect the rights and welfare of the migrant domestic workers. It is time for the government to make Hong Kong a better place for migrant domestic workers.

It is in this regard that the IMWU calls for:

- 1. Legislation of working hours regulation for all workers in Hong Kong;**
- 2. Introduction of a particularly-designed working hours system for domestic workers, especially live-in domestic workers, for both local and migrant domestic workers; and**
- 3. The adoption of a continuous 11-hour rest periods between two consecutive workdays plus meal breaks for all live-in domestic workers.**

**Hong Kong  
20 June 2017**