



FILIPINO MIGRANT WORKERS' UNION (FMWU)

c/o MFMW, St. John's Cathedral, 4 Garden Road, Central, Hong Kong SAR
Tel. (852) 9104-1411 Fax. (852) 2526-8264 Email: fmwu.hk@gmail.com

Submission to the Manpower Panel of the Hong Kong Legislative Council regarding inclusion of foreign domestic workers in the statutory working hours

We in the Filipino Migrant Workers' Union (FMWU) would like to call on the Manpower Panel of the Hong Kong Legislative Council to regulate working hours for migrant domestic workers (MDWs) in Hong Kong.

By including MDWs in the statutory working hours, Hong Kong is adhering to the policies and provisions of the ILO Convention on Decent Work for Domestic Workers (ILO C189), particularly its Article 10, which among others, pertains to ensuring equal treatment between domestic workers and workers in relation to “normal hours of work, overtime compensation, periods of daily and weekly rest and paid annual leave.”

We hope that the Hong Kong government will take the lead in recognizing domestic work as work by pushing for China's ratification of the ILO C189 and developing national and local laws in accordance to the ILO C189.

While efforts have been made to alleviate conditions of MDWs, we feel very much socially excluded as certain labor policies and initiatives of the Hong Kong government exempt MDWs as the latter is separated from the rest of the labor sector in Hong Kong.

Social exclusion of MDWs only makes us more vulnerable to abuse and exploitation in the workplace and social protection becomes slowly absent. The Hong Kong government can address these concerns by starting with the regulation of working hours for all migrant domestic workers.

It is in this regard that the FMWU calls for:

- 1. Legislation of working hours regulation for all workers in Hong Kong;**
- 2. Introduction of a tailor-made working hours 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
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