



Hong Kong Federation of Asian Domestic Workers Unions (Affiliated to HKCTU)

香港亞洲家務工工會聯會 (職工盟屬會)

Address: 19/F, Wing Wong Comm. Bldg., 557-559 Nathan Road, Kowloon, Hong Kong
Tel: +852 2770 8668 Fax: +852 2770 7388 Email: fadwu.hk@gmail.com

FADWU 屬會包括不同國籍的本地家務助理和外傭：香港家務助理總工會、印尼移工工會、泰國移工工會、香港尼泊爾家務工工會、菲律賓家務工工會、海外家務工工會、菲律賓移工工會 FADWU includes LOCAL and MIGRANT domestic workers with different nationalities: Hong Kong Domestic Workers General Union, Indonesian Migrant Workers Union, Thai Migrant Workers Union, Union of Nepalese Domestic Workers in Hong Kong, Hong Kong Filipino Migrant Domestic Workers General Union, Overseas Domestic Workers Union, Filipino Migrant Workers Union.

3 March 2013

**Domestic workers are forced to keep silence on sexual violence
HK Government Must Remove discriminatory policies on domestic workers
Violence No More on Domestic Workers**

Today is the Sunday before 8 March, the International Women's Day. It is a day to promote equal rights for women. Domestic workers, being largely grass-root women, are largely rejected from the rights that we deserve. We continue to suffer from violence. We are forced to keep silence even when we face sexual abuse and exploitation.

Sexual abuse includes rape, sexual assault and harassment. In 2012, there are some news reports on court case hearings on rape cases. These are just a tip of iceberg. For most of the time, domestic workers just keep silence. From time to time, our members reflect they suffer from different types of sexual abuse and harassment yet they can't do anything.

Besides serious rape cases, sexual assault and harassment is rampant. Some male employers just wear underwear in front of us. Some employers just suddenly come in when we are sleeping. Some employers just touch the private parts of our body. Some installing video camera inside the toilet or workers quarters and some employers pretend they accidentally embrace workers with malice.

Sexual harrasment is easy to happen among domestic workers. Local domestic workers face the same situation as migrant workers, male employers don't behave themselves in front of domestic workers. Sometimes employers watch pornography in front of the workers, this shows that some employers never respect their workers. Employers home is domestic workers place of work and for that domestic workers deserve respectful working environment without sexual violence.

Victims are punished if you report abuses

When we face these abuses, what we can do? If we report and file a case, it means we need to be punished! We will lose our jobs. Since many of us are in debt paying the agency fee, we lose our jobs, without income and in debt. We usually cannot find new employers within two weeks time which is the visa period we are allowed. Thus, while filing a case at police, we have only visa with 'visitor' status and cannot find new employment. The court case never takes short of time. It takes generally more than one year. In such long period of time, we have no money. We may stay in shelters provided by NGOs where there is very limited space. Hong Kong government never provides support for us. No shelters. No living means. We have nothing to do. We depend on our very little saving or borrowed money for food. Being a victim, if you seek for justice you are punished. And some police officer decline or reject complains from domestic workers who are victims of sexual abuse, the reason is insufficient evidence to prove the case. Therefore, what we can do? We just keep silence.

Heavy agency fees bar us from reporting

We can hardly make decision to quit abusive employment especially because of heavy agency fee. According to our affiliate, Indonesian Migrant Workers Union (IMWU) in 2012 on 85% Indonesian workers are paying seven months for agency fees. For Filipino migrant workers paying five to seven months salary. This is generally the main obstacle for us to seek for justice from abuses.

More abuses with mandatory live-in requirement

We are women living in employers' homes. Hong Kong government has made it mandatory for migrant domestic workers to reside with employers WITHOUT stipulating legislations to ensure decent and safe living conditions and WITHOUT active monitoring mechanism. There are no rules in employment ordinance stipulating decent and safe living conditions for workers who reside in working place. There are no labour inspectors to check with the employers if they are providing proper living conditions to migrant domestic workers and if the employers are providing accommodation according to what they stated in the standard contract. Many migrant domestic workers also won't be able to know what the contract says as they cannot understand English and they are not given with copies of contract.

International Labour Standards stipulates decent living conditions for domestic workers and no agency fee collected from workers

According to International Labour Convention 189 and Recommendation 201 on decent work for domestic workers, no agency fees should be collected from workers' remuneration. Governments should take measures to ensure domestic worker from all forms of abuse, harassment and violence.

Governments should take measures to ensure domestic workers to enjoy decent living conditions. If they are residing in employers' households, they should be ensured with decent living conditions that respect their privacy. It is recommended that they should be provided with "a separate, private room that is suitably furnished, adequately ventilated and equipped with a lock, the key to which should be provided to the domestic worker;" In Hong Kong, domestic workers' conditions are still far from International Labour Standard.

Our demand

The human kind and Hong Kong society should not tolerate sexual violence. Yet, if Hong Kong government continues to allow discriminatory policies that bar domestic workers from report and seek for justice against sexual violence, it is just a show that Hong Kong allows sexual violence to continue. On the eve of International Women's Day, we demand Hong Kong government to:

- 1) Stop abusive practices and discriminatory policies that bar domestic workers from reporting abuses:
 - a) Stop excessive agency fees
 - b) Abolish mandatory live-in policy on migrant domestic worker
- 2) Allow direct hiring for all migrant domestic workers.
- 3) Conduct inspection on migrant domestic workers' working/living conditions
- 4) Establish one-stop service and provide shelter for victims
- 5) Hong Kong Government educate employers on laws and policies on hiring migrant domestic workers and to respect domestic workers rights.

Hong Kong Federation of Asian Domestic Workers Unions (FADWU)

Contact Person: Ms Fly Lam 94874350

2013 International Women's Day Rally

2013 年國際婦女日遊行

Zero tolerance to Sexual Violence at workplace

不再啞忍職場性暴力

Stop discriminatory employment and immigration policies

消除歧視性的聘用及出入境政策!

2013-3-3 (Sunday) 星期日

Gather at 1 pm at Hong Kong Bank, Central ; Rally to Governor's House

集合: 下午 1 時正於中環匯豐總行，遊行至禮賓府



FADWU
香港亞洲家務工工會聯合會

Our situation 我們的處境：

Faced different kinds of sexual violence: rape, sexual assault and harassments when we work at the place of employer, e.g. some employers just

(我們在僱主家工作時經常遇到各種性暴力：強姦、非禮、性騷擾，例如僱主有時會

- **wear underwear in front of us**
在我們面前只穿底褲
- **suddenly come in when we are sleeping**
在我們的睡覺時，突然闖入來
- **touch the private parts of our body**
觸摸我們的身體的隱私部位
- **installing video camera inside the toilet or workers quarters**
在廁所和我們的房間裝攝錄機
- **pretend they accidentally embrace workers with malice.**

Go to Hell!
去死啦!



DEMANDS 要求：

To Government, 促請政府

1. Stop abusive practices and discriminatory policies that bar domestic workers from reporting abuses:
a) Stop excessive agency fees; b) Give working visa to the victims or provide living allowance, c) Increase of the sensitivity of police officer in handling cases of sexual abuses 消除歧視性的政策和做法，保護舉報性暴力的受害家務工：a) 停止仲介濫收費；b) 調查期間延長受害外傭的工作簽證或給予生活費；c) 提高警察處理家傭性暴力案的敏感度
2. Allow direct hiring for all migrant domestic workers 容許僱主直接聘用外傭
3. Abolish mandatory live-in requirement on migrant domestic workers 消除強制留宿政策
4. Conduct inspection on migrant domestic workers' working/living conditions 調查外傭居住環境
5. Establish one-stop service and provide shelter for victims 為受害人提供一站式服務和宿舍
6. Educate the employers to respect domestic work-

To domestic workers 給家務工

Tips for self protection: 自我保護小提示：

1. Say NO to any unwelcome act of sex, 遇到性暴力立即說不
2. Report the your case to other family members, 向僱主家的其他成員告發性罪行
3. When you faced sexual abuse at the household, escape at once, 在僱主家遇性暴力，速逃
4. How to buy time to escape? You may destroy any items, furniture at homes, fight back the abuser and run away from the house 如果製造機會逃走？你可以打爛屋內的家具或者任何物件，反抗侵犯者並趁機逃出屋外

Ask for help? 求助？

HKCTU 職工盟： 27708668

Rainlily 風雨蘭： 23755322

EOC 平機會： 2511 8211

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香港亞洲家務工工會聯會

Tel 電話： +852 2770 8668

Email 電郵： fadwu.hk@gmail.com

Facebook 面書： <https://www.facebook.com/groups/fadwu/?fref=ts>