

LAW FOR CHANGE STUDENT COMPETITION 2018

TEAM 7	PROJECT TITLE EF-Lab						
MEMBERS <table border="0"> <tr> <td>Chan Karen</td> <td>Cheng Hui Kiu</td> </tr> <tr> <td>Poon Suet Yi Zoe</td> <td>So Holly</td> </tr> <tr> <td>Tsoi Chak Hung</td> <td></td> </tr> </table>		Chan Karen	Cheng Hui Kiu	Poon Suet Yi Zoe	So Holly	Tsoi Chak Hung	
Chan Karen	Cheng Hui Kiu						
Poon Suet Yi Zoe	So Holly						
Tsoi Chak Hung							
SCHOOL The University of Hong Kong							

BACKGROUND AND SOCIAL JUSTICE ISSUE

Since 1970s, foreign domestic workers (“FDWs”) have become an integral part of our community. To date, there are approximately 370,000 FDWs in Hong Kong¹ who bear varied domestic responsibilities. Despite the fact that FDWs are co-residing as “family members”, they are seen as servants who are subject to poor and discriminatory treatment. The exclusion and intolerance on them have obstructed the development of harmonious family relationships and a cohesive community. Cases such as Erwiana Sulistyarningsih in 2014 which involves serious abuse of FDWs are not unheard of, not to mention these may just be tip of an iceberg. The deprivation of FDWs’ basic human rights, such as those of Erwiana, has been widely criticised as tantamount to modern-day slavery. In a societal context, FDWs generally receive little recognition for their contribution to the society. They are often treated as outsiders and not accepted as a member of the Hong Kong family. As a result, social justice issues, i.e. FDWs not being able to receive fair treatment they deserve, are often overlooked by the general public, making the

impacts of actions/ initiatives by different NGOs and governmental organisations rather limited.

This project, EF-Lab, hopes to:

- (i) **educate employers** on FDWs’ basic legal rights, an employer’s obligations under the law and consequences of any breaches of the same, so as to prevent deliberate/ inadvertent violation of the law; and
- (ii) **give recognition to FDWs’ contribution to Hong Kong society**, both within the family and socio-economically.

With a soft approach, FDWs will hopefully receive fairer treatment and be more committed; while the employers will perceive FDWs as family members and appreciate their efforts. Eventually, we hope to create a **win-win situation for FDWs, families and our community at large**.

NEEDS ASSESSMENT AND GAP ANALYSIS

Existing Legal Problems Faced by FDWs

According to Justice Centre Hong Kong², the major legal issues faced by FDWs include: unlawful deductions of wages (71.8%), receipt of Food Allowance below the statutory standard (57.7%), deprivation of statutory holiday (34%), illegal work (14%) and threats (7.7%). Other issues, though not illegal, include excessive and exploitative work hours (average working hours of 17 hours per day), restriction on the right to freedom of religion (30%), removal and retention of identity documents by employer or placement agency (74%)³ are deemed inappropriate and disrespectful. However, since most FDWs will be subject to the pressure of contract termination, work suspension and pay cut, they may be hesitant to lodge any complaints. All these constitute barriers to their pursuit of social justice and enforcement of their legal rights. Despite the continuing assistance to FDWs given by a number of NGOs and government departments, there are certain service gaps and this is where EF-Lab comes into play.

Insufficient Focus on Employers as Key Stakeholders

At present, a lot of NGOs such as Help for Domestic Workers, Justice without Borders, etc. aim to address access to justice issues faced by FDWs. They do so mainly by giving assistance to and educating FDWs. For example, offering FDWs legal consultation sessions through their partner law firms when they face labour exploitation or giving talks educating FDWs on their legal rights.

Yet, according to a 2017 report published jointly by PILnet and DLA Piper⁴, the low-income and vulnerable communities in Hong Kong, which includes FDW community, has a substantial number of unmet socio-legal needs in a myriad of areas, ranging from discrimination, employment, immigration, social welfare to domestic violence. The problem does not appear to be due to a lack of NGOs. Rather, the limited effectiveness in addressing these unmet needs appears

to stem from deficiencies in the existing support and services offered by NGOs, such as insufficient funding, unclear entry point for application, little coordination, ill-handling of urgent cases and lack of continuity of follow-up procedures.

While on the employer side, there are limited resources one could obtain from various channels, such as “Points to Note for Employers on the Employment of Foreign Domestic Helpers” by PathFinders and “Guidelines and Tips for Employers of Foreign Domestic Helpers” published by the Labour Relations Division of the Labour Department. However, not only are the assistance not as readily available as those of FDWs, they are also lengthy and hard to comprehend, so employers are less motivated to know more about their relevant duties towards FDWs.

PROJECT OVERVIEW

As the majority of problems arise from a breach of the FDW employees’ rights, there is high demand for information about the legal responsibilities and law governing the employment of FDWs. **EF-Lab would primarily be committed to address the issue of employment at the initial stage.** If further resources are available, the scope of the content would be extended to other critical issues.

EF-Lab adopts an **online-and-offline approach** to fully realise the potential of various channels and hence, the social and legal impacts of our project. In regard to the online aspect, EF-Lab will launch an **extensive social media campaign on Facebook**, where a series of short videos simulating the legal rights issues faced by FDWs will be posted. **Tips** will be posted regularly as well to keep followers’ attention, and serve its educational purpose by providing essential legal information to

As a two-way interaction, we observe that the maltreatment of FDWs is not only caused by their lack of legal knowledge or means to reach out to help, but also how the employers and general public exploit and discriminate against them. Therefore, we need to get these stakeholders be involved in bringing changes. EF-Lab proposes to adopt a different approach: **thoroughly educating the employers on the rights which FDWs should enjoy and their responsibilities as conscientious employers.** Essentially, EF-Lab adopts a preventive rather than a remedial approach by preventing the exploitation from taking place at the outset. This, EF-Lab feels, is more effective as it addresses the root of the problem.

employers. In regards the offline aspect, **street booths** will also be set up, not only to disseminate legal information but also to raise awareness and a “buzz” which will attract followers to our Facebook Page.

Aims And Objectives

EF-Lab aims to achieve 4 objectives: (i) to educate **local employers** on their legal rights and responsibilities towards **FDWs** in various employment situations; (ii) to encourage FDWs to actively share their experience to arouse public attention; (iii) to allow **students** to make creative videos and promotional materials, and increase their awareness of FDWs’ issues in Hong Kong; and (iv) to raise **general public’s** awareness of FDWs’ legal rights protection to supplement the lack of education on this front.

Project Timeline

Stage	Task	Duration
STAGE 1: Project Initiation	Facebook Page: <ul style="list-style-type: none"> Information collection through legal research as well as interviews with NGOs and FDWs Finalising legal topics and information for Facebook Page and Video storyboard 	1st – 2nd Month
	Video Publication: Recruiting helpers for Video Production (such as actors, producers) and student volunteers	
	Street Booths: <ul style="list-style-type: none"> Finalising time and venue of the street booths Recruiting volunteers and helper for holding the booths 	
	General: <ul style="list-style-type: none"> Contacting and partnering with NGOs, University Faculties for support and promotion of the project Training sessions / briefing sessions for helpers 	
STAGE 2: Project Execution	Facebook Page: <ul style="list-style-type: none"> Producing the final product of the Facebook Page contents Procure prizes for Facebook give-aways 	3rd – 6th Month
	Video Publication: 1st batch Video filming and editing	
	Street Booths: <ul style="list-style-type: none"> Preparation of contents of the booths (see “Implementation Plan 3. Offline: Street Booths”) Briefing sessions for helpers 	
STAGE 3: Project Publication	Facebook Page: <ul style="list-style-type: none"> Launching the Facebook Page and post tips regularly on FDWs-related topics and videos (see “Implementation Plan”) Continuous Facebook Page content creation Implementation of social media events including “discussion” and “give-aways” to engage the general public 	6th – 12th Month
	Video Publication: Video filming and editing of the remaining videos	
STAGE 4: Project Evaluation	General: Evaluation through questionnaires and feedback from Facebook Page and Video viewers	
STAGE 5: Post-Project	General: Evaluation on overall media coverage and effectiveness	12th Month onwards

Financial Budget

Category	Item	Expected Expenditure (HK\$)
Output 1: Video Publication		
STAGE 1: Collaboration	Recruitment of student video producers from the University of Hong Kong ("HKU")	0
	Recruitment of volunteer actors from Drama Society and FDWs interviewees from NGOs	0
STAGE 2: Production/ Content Generation	Video Production: subsidy to producers for editing and filming work (Production expenses, e.g. props, included)	3,000
	Casting: micro-film actors and FDW interviewees	0
	Research & Script-writing: EF-Lab and Drama Society	0
Output 2: Facebook Page		
STAGE 1: Information Collection	Research on relevant statutory provisions, case laws and related news	0
	Research: interview sessions with NGOs & Professors	0
STAGE 2: Running the Facebook Page	Recruitment of Content Design Team from local universities (Promotional posters for recruitment purpose; 100 A3 Colour Print)	400
	Facebook Posts: Graphic Design for Facebook Posts (including "Tips" & "Giveaways")	0
	Facebook Posts: increase media exposure by Facebook Advertisement service; target is to reach 1,000 Page followers by the end of the first 6 months (HK\$40 per day for the first half-year since the launch of the Page)	7,300
STAGE 3: Promotional Giveaways	Give-away Prizes like cash coupons, movie tickets (4 Giveaways in total: HK\$1,000 each)	4,000
Output 3: Street Booths		
CATEGORY 1: Organising the Booth	Venue: selecting & applying for suitable venues and sight-visits	0
	Recruitment of student volunteers as on-day helpers	0
	Recruitment: co-operation with the "Rule of Law" Programme of HKU for assistance and human resources	0
CATEGORY 2: Booth Equipments	Logistics: transportation of materials & resources (HK\$1,500 each time)	6,000
	Booth Resources: exhibition Boards with legal tips and facts (Reusable)	1,000
	Booth Resources: rental of booth, furniture & required equipment from HKU	0
	Booth Resources: maze, Lucky Draw, Photo booth decorations & engagement session	4,000
CATEGORY 3: On-day Distributions	Pamphlet: promotional and informative pamphlets to be distributed at the booth (4,000 A4 Colour Print)	600
	Food & Drinks: FDWs' local cuisine (e.g. Indonesian dishes or snacks)	5,000
	Prizes for Lucky Draw	5,000
TOTAL (HK\$):		36,300

Stakeholders Engaged And Their Roles

Stakeholders	Stakeholders' engagement
NGOs	We will reach out to previously contacted NGOs who showed willingness to provide relevant information, updates and assistance on e.g. rights and news regarding FDWs' well-beings in Hong Kong. They are also potential promotional channels of our project. Through working hand-in-hand to achieve our common objective to improve the lives of FDWs in Hong Kong, it is expected that the NGOs could benefit from the increased publicity in return. Here is the list of NGOs (non-exhaustive): (1) HELP; (2) Open Door; (3) Pathfinders; (4) Justice Without Border; (5) Mission for Migrant Workers.
FDWs	We will reach out to FDWs who are willing to give interviews and take part in the film-making. It is expected that the involvement of FDWs, instead of paid actors, reflect the reality and thus increase validity and trustworthiness of our project.
Employers	They are the key target group of our project, with regards to their advantageous position in relation to FDWs during the bargaining process and in the course of the employment period.
Agencies	We will reach out to FDW agencies with regards to their role as a coordinator and bridge between employers and FDWs, so that supplementary access to both parties could be gained. Possible agencies include: (1) Mama Helper; (2) Helper Library; (3) Helper Place; (4) Helperchoice; and (5) Fair employment agency.
Student organisations	We will seek collaboration and assistance from student organisations for the shooting and production of our promotional videos as well as promotion, as they have talents and expertise available at a low cost. The organisations may be: (1) Drama Society, HKUSU; (2) Campus TV, HKUSU; (3) Equal Opportunity Unit, HKU; (4) AIESEC; (5) Film Society, HKUSU and (6) Photographic Society, HKUSU.
Public bodies	We will seek endorsement and promotion from the following public bodies to build credibility and enhance exposure of our project to the general public. Public bodies that we wish to connect are: (1) Labour Department; (2) Equal Opportunity Commission; (3) Legal Aid; (4) Home Affairs Bureau; (5) Legislative councillors; (6) District councillors; and (7) PILnet.
Law students and law schools	Law students are invited to join as student volunteers to advocate the well-being of FDWs. Students as a neutral third party are expected to give objective assistance, while moral and civic education of student volunteers could be fulfilled since they gain additional legal knowledge through the work, the impact of which goes beyond the scope of this project. Exposure and impact of our project will then be multiplied through word-of-mouth. Recruitment methods range from Invitation through mass emails to personal invitation. On the other hand, we would cooperate with HKU law faculty projects, namely the Clinical Legal Education ("CLE") scheme and the Rule of Law Education Project ("ROLE") directed by Mr. Eric Cheung, Mr. Edmond Lam and Mr. Benny Tai respectively. In return, secondary school talks in collaboration with the Project might be held to substantiate our whole project.
Pro bono lawyers	We will seek opinion and assistance from pro-bono lawyers as supervisors and gatekeepers on validity of information before it is made public.

Implementation Plan

1. Video Publication

Stages	Details
STAGE 1: Collaboration	<p>Our project starts with collaboration with NGOs and university societies in preparation for video-shooting. To start with, we have already reached out to various NGOs to gather information about employment laws in Hong Kong and real cases concerning problems faced by FDWs. These NGOs include: Fair Employment Agency Help, Open door, Pathfinders, Justice Without Border, Mission for Migrant Workers, to name but a few. Some NGOs have agreed to support and cooperate with us in the event that we can successfully proceed with our project. In particular, our partner NGOs will help invite FDWs to serve as interviewees (sharing their personal stories in Hong Kong), and actors (playing the role of FDWs) for our video-shooting.</p> <p>For student organisations, we plan to collaborate with Drama Society and Campus TV, HKUSU. The former has an abundance of actors who are experienced in acting and performance and can thus play the role of employers in our videos. The latter is a campus-wide media in HKU, with expertise in video-shooting and editing, we can seek assistance from them based on their skills and expertise.</p>
STAGE 2: Production/ Content Generation	<p>After we have brought the above partners on board, the next stage includes: video-shooting and video-editing.</p> <p>The content of our video series will be:</p> <ul style="list-style-type: none"> (i) a micro-film with two main characters: an employer (who is also a local worker) and a FDW to show how they interact and respond differently when they face similar “workplace” problems (10-12 mins into 2-3 episodes). For example, in an office space, a local worker being asked to work on weekends without extra payment versus a FDW being denied a rest day, then contrasting the attitude of the former being assertive while the latter being submissive; (ii) short video showing the legal rights problems faced by FDW by putting the context into local workers based on real life situations (within 1 min); (iii) interview with FDWs, who would share their personal experience (within 1 min); and (iv) video of street interview, asking pedestrians about their views on certain legal issues and point out the general public’s misconception, and allowing them to express their feelings towards FDWs <p>The EF-Lab team will be responsible for research on relevant case examples and legal provisions, application of law and video content generation, together with members of the Drama Society in script-writing. Post-shooting work such as video-cutting, cropping, adding subtitles, transition effects and others will be contracted out.</p>

2. Online: Facebook Page

Social media takes up an important part of our lives and is an influential platform for us to build our campaign. With this in mind, the Facebook Page serves as a semi-formal platform for between-and cross-parties knowledge exchange, information dissemination etc.

for the purpose of building communication and thus, trust between parties. The spectrum of categories is wide, including human rights, personal injury related to criminal and tort law and personal liberty. All of our team members would be the administrators of the Facebook Page.

Stages	Details
STAGE 1: Information Collection	<p>With information collected from NGOs, public bodies and interviews of FDWs, we will generate the content to be included in the Facebook Page, which include the followings:</p> <ul style="list-style-type: none"> (1) common issues and unfair treatment faced by FDWs in Hong Kong, (2) relevant Hong Kong laws and legal information as well as (3) international standard and examples on FDWs’ policies and treatment. <p>First, interview sessions will be conducted with relevant NGOs and FDWs to understand the difficulties and problems commonly faced by them, allowing us to generate content that is more connected to real-life situations. Second, consultation sessions with law professors (e.g. Ms Karen Kong, Senior Lecturer at HKU Faculty of law specialising in human rights) will give us in-depth information on legal aspect of human rights protection on FDWs’ issues. Third, research on relevant news, reports and academic articles would be conducted for formulation of post contents. Design of the promotional materials would be completed prior to and during the running of the Facebook Page (see “Appendix I & Appendix II”).</p>
STAGE 2: Running the Facebook Page	<p>Informative posts in the form of “Tips”, “International Best Practice” and “FAQs” would be publicised regularly together with interactive social campaigns including “give-away” and “discussion” events to encourage engagement and response from users. Educational videos will also be produced and posted on the Page (see “Video Publication” in Part 1 above).</p> <p>Regarding the “Tips”, the content will range from “Frequently Asked Questions” regarding legal concerns, difficulties or queries that parties commonly have towards the existing laws and regulations in Hong Kong, to some international best practice including international human rights law or standards. The frequency of tips is expected to be twice a week. In order to grasp audience attention, infographics dominated by colourful illustrations will be used to generate tips for the ease of reading (see “Appendix I & Appendix II”).</p> <p>To increase exposure of the Facebook Page in the employers’ community, EF-Lab seeks to cooperate with agencies, employers’ forum and groups on Facebook.</p>
STAGE 3: Promotion - Give-away	<p>Regular give-aways of affordable gifts e.g. cash coupons, would motivate audience into liking our Page and raising its popularity. The activities are designed to be simple, not time-consuming and low to no-cost including sharing of video, inserting hashtags and tagging of 3 friends, uploading a selfie with FDWs and commenting on our specific posts with specific hashtags and expressing their views on specific matters.</p>

3. Offline: Street Booths

Street booths serve as an offline tool to complement our online Facebook Page. Visitors of our booth will receive free gifts upon “liking” and “sharing” our Facebook Page, in turn boosting exposure of our project. Our gift-giving strategy is likely to attract the attention of passers-by, and followers of the Page so they will receive more information from our videos and posts later. Our online-and-offline strategy is expected to create synergy, maximising the educational effect resulting from publication of our online videos and posts.

Our street booths will be located in middle-class housing estates with the assistance and support of district councillors and professors in charge of the HKU ROLE, as well as pedestrian areas in busy districts like Causeway Bay and Central. A comprehensive “2I” strategy: “information” and “incentive” will be adopted.

On the “information” side, we will set up a **mini maze** in relation to FDW issues. Visitors will be invited to walk through the maze, the walls of which are pasted with **photos and short captions related to common problems** faced by FDWs as well as relevant legal issues and tips. The fun nature of the maze attracts visitors to our booth, while visitors’ legal knowledge is enriched. Law student volunteers will be there to provide insights into the relevant laws and tips. By collaborating with NGOs, FDWs will be invited to participate in **short engagement** sessions, in which visitors who are interested can casually chat with FDWs in order to understand more about FDWs’ current situations and predicaments from the first-person point of view. On the “incentive” side, we will set up a **mini-wheel for lucky draw**, attracting more passers-by to stop at and hence creates buzz in the area .

SUSTAINABILITY, INNOVATIVENESS AND IMPACT

Sustainability/ Multiplier

1. Low Cost and High Effectiveness

Our Facebook Page and street booths are designed to reach a large group of participants including both employers and FDWs, instead of dealing with individuals on a case-by-case basis. Cost- effectiveness is thus very high. As for the online platform with materials prepared by the team, the initial cost is relatively low and by utilising the power of social media platform, posts on the Facebook Page can be readily shared to reach different groups of target audience at no extra cost. As for the street booths, the cost is low since most displaying materials are reusable.

2. The Multiplier Effect

By collaborating with a range of stakeholders, particularly the universities, tailored legal programs, public bodies and organisations etc. with a wide and stable user base, our project can be advertised easily with a high publicity. Relevant information is readily disseminated on online social media Page and booths

could be reproduced on a word-of-mouth effect across the city. Ideally, snowball effect would be resulted when employers and FDWs replicated the information and insights they receive from EF-Lab to their fellows.

3. Dual Emphasis on FDWs and Employers to Maximise Effectiveness

EF-Lab attaches importance to employers’ role by educating them on best practice, expected duties and respective rights, so as to maximise effectiveness of the project, and to strengthen the familial bonding between FDWs and employers.

4. Community-oriented Approach to Arouse Public Awareness

With an aim to magnify the social impacts, other than FDWs and employers, EF-Lab intends to encourage participation and engagement of various stakeholders, ranging from students of secondary schools and universities, to professionals like law students, lawyers and mediators.

Differentiation and Innovativeness

1. Prevention is Better than Cure

To avoid conflicts between FDWs and employers from arising at the outset, EF-Lab strives to spread information on the nature, gravity and consequences of legal disputes to lessen disagreement, assist aggrieved parties to reach consensus, or seek resolutions to stop the situation from worsening at an early stage.

2. Law Students’ Involvement

Our project is student-led and driven, university students play a key role in making impacts directly by signing up as booth helpers, volunteers for video making etc.. Reciprocally, they are expected to gain extra knowledge by active contribution.

3. “One-stop Pooling” of Resources

Video would be our major product and the Facebook Page serves as a readily accessible platform. As such, time and cost involved in seeking platform for showing videos is reduced. On the other hand, information including venue, time and content of interactive booths would be announced in our Facebook Page, where idea and details of Facebook giveaway would be closely related to the booth as well. Hence, the circularity among our key activities, despite in different forms, ensures consistency and coherence.

4. Both Online and Offline Initiatives

Contrary to conventional NGOs’ activities, we have incorporated offline initiatives - interactive booths where viewers extend to the general public to increase the reach of our activities. At the same time, online events and information, namely Facebook Page and videos, are available. It is expected that the complementation of physical and digital channels would create synergy effect to our project and escalate the possible effect.

Expected Legal and Social Impacts of the Project

1. Strengthening Enforcement of Employment Regulations

There is no lack of employment laws regulating the relationship between FDWs and their employers but laws and policies on paper do not always translate

into practice. EF-Lab emphasises on how FDW issues are **relevant** to their employers by drawing a parallel line between FDWs and local workers’ situation. As FDWs’ employers are also employees in the workplace, they are likely to understand the plight faced by FDWs by putting themselves in FDWs’ shoes. On one hand, FDWs’ employers will have motivation to take initiative and improve the well-being of FDWs through compliance with employment regulations. On the other hand, digital and physical exposure of EF-Lab to the public are expected to raise awareness towards FDWs’ predicaments and relevant legislation. Public pressure also serves as an external force which calls for stricter adherence to and enforcement of FDW-related employment laws.

2. Enriching Legal Knowledge

Many employers unknowingly breach labour laws. Through EF-Lab’s education via online and offline channels, legal knowledge will no longer be the exclusive privilege of law students and practitioners. The knowledge that employers are indoctrinated with will be relevant, practical and essential for employment of FDWs. Accessibility and certainty of laws will thus be enhanced, as laymen can more readily acquire relevant knowledge in an easy-to-understand way and know how to regulate their conduct in order to observe the law.

3. Facilitating Social Inclusion to Make Hong Kong a Big Family

FDWs should be included as part of the family units and the Hong Kong society alike. By turning the public spotlight on FDWs’ contribution to our community and acute issues faced by FDWs, EF-Lab endeavours to ensure respect for FDWs’ human rights. On a micro-perspective, EF-Lab is expected to promote harmony and foster closer relationships between FDWs and their employers’ families; on a macro-perspective, we will facilitate social inclusion of FDWs into the community by gaining recognition for their hard work and contribution to Hong Kong as a big family.

MONITORING AND EVALUATION

1. Quantitative Figures

EF-Lab will constantly monitor the number of followers of the Facebook Page, and the number of views, likes, comments and sharing for our videos and posts. As the Facebook Page forms a substantial part of our project, these figures will be a benchmark to measure the effectiveness of our educational campaign. At the same time, EF-Lab will review the figures after every of its promotion such as booth activities in order to adjust its promotional strategy.

2. Audience and Participants' Feedback

On a qualitative basis, EF-Lab will collect feedback through different channels, such as asking viewers to complete a short survey after they have viewed the videos, so as to assess the impact and ensure that the viewers are our target audience. Moreover, a simple interview will be conducted with people who have participated in our street booths to see the change of their perception on FDWs' issues.

3. NGOs' Feedback

In the execution of the project, EF-Lab will collaborate with different NGOs with the focus on FDWs' rights and welfare. NGOs possess professional knowledge and expertise in this area and therefore their feedback will help EF-Lab assess usefulness of the information disseminated, effectiveness of implementation, and ways in which cost-effectiveness of the campaign can be enhanced etc.

4. Interim and Year-end Review and Assessment

At the middle and end of the year, EF-Lab will review the media coverage of the campaign as a mid- and overall evaluation of its effectiveness, as one of the major aims of EF-Lab is to raise the awareness of the general public on FDWs' legal rights. Also, objectives aforementioned will be reviewed and rated as to the extent of their achievement to make sure that the campaign does not deviate from these objectives.

CONCLUSION

In Hong Kong, there is a lack of NGOs and legal enforcement to facilitate a concerted effort to protect the rights and empower FDWs. Much focus has been placed on FDWs, ignoring the importance of the roles of other key stakeholders, namely the general public and the employers. Education is a forward-looking remedy that takes time to see its effect; however, it is the high time to arouse public awareness without delay. In view of the difficulty of FDWs to sue their employers as well as insufficient legal protection by the government, it is

best to address the root of the issue: first, to make everyone more concerned about the FDWs' issue; then, to raise public awareness through gaining a better understanding about both local legislation and international best practice; eventually, to let the employers take the initiative so as to better the overall treatment of FDWs. We hope EF-Lab project can promote equality and make Hong Kong a real big family that is inclusive and diverse. ■

NOTES:

1. Census and Statistics Department (December 2017). "Labour Force Characteristics: Foreign domestic helpers by nationality and sex".
2. Justice Centre Hong Kong (March 2016). "Protecting Forced Migrants' Rights".
3. Exploited for Profit, Failed by Governments: Indonesian Migrant Domestic Workers Trafficked to Hong Kong(Rep.). (2013). Amnesty International.
4. DLA Piper, PILnet, (May 2017). "This Way – Finding Community Legal Assistance in Hong Kong".

APPENDIX I

外傭的法定最低工資
The Minimum Allowable Wage for Foreign Domestic Workers



根據政府規定，現時外傭的最低工資為每月港幣4,520元
The Minimum Allowable Wage for foreign domestic workers is currently set at HK\$4,520 per month



APPENDIX II

外傭其實是知識分子?!



每10個外傭當中，就有1個擁有大學或以上學歷
1 out of every 10 foreign domestic workers are bachelor degree holders or above

Foreign Domestic Workers are Actually Very Well-educated?!

