

香港政府應保障外傭基本人權：

The Hong Kong Government should protect the fundamental rights of migrant domestic workers :

徹底規管和監督本地僱傭代理，處罰違反香港法律(如非法扣減外傭薪金、扣留合約或身分證明文件)的人士，包括適時採用刑事處罰。

Thoroughly regulate and monitor placement agencies, sanction those which are operating in violation of Hong Kong's laws (e.g. illegal wage deductions and confiscation of contracts or identity documents), including the application of criminal sanctions when appropriate.

修訂「兩星期規定」以容許外傭有合理時間尋找新工作。

Amend the Two-Week Rule to allow migrant domestic workers a reasonable period to find new employment.

修訂現行強迫外傭必須與僱主同住的法例。

Amend current legislation which forces migrant domestic workers to live with their employers.

資料來源：國際特赦組織香港分會，《政府失職，漠視中介剝削；印尼外傭，頓成販賣人口》，2013

Source: Amnesty International, "Exploited for Profit, Failed by Governments", 2013

傭工 ≠ 奴隸

WORKERS, NOT SLAVES

停止剝削外籍傭工

END THE EXPLOITATION OF
MIGRANT DOMESTIC WORKERS

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amnesty.org.hk



2300 1250



admin-hk@amnesty.org.hk

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「從我開始在香港工作，首七個月的薪水被扣去港幣 3000 元，我只能獲得港幣 580 元。」

“Once I started work in Hong Kong, my wages were deducted for the first seven months. I had to pay HK\$3,000 each month. That left me with only HK\$580.”

-Putri

「因為『兩星期規定』，我找新工作的時間已所剩無幾。我打算轉換僱傭代理，但他們不許，並沒收我的護照。」

“I was running out of time due to the “two week rule”. I wanted to change agency but they wouldn't let me and kept my passport.”

-Dewi

「我只能不停說『不』，並嘗試阻止他。我為此哭過無數次。」

“All I could do was keep telling him no and try to stop him. I just cried and cried.”

-Lestari

僱傭代理往往收取法定最高標準以上的費用。僱傭代理和僱主會扣留外傭的證件及限制其行動自由，在還清債務後外傭才可拿回證件。一旦外傭離職或合約被終止，通常要重新償還整筆招聘費。因害怕合約被終止、無法找到新工作或重新支付招聘費用，很多外傭繼續啞忍虐待和剝削。

The fees charged by agencies are generally higher than the maximum permitted under the law. Agencies and employers confiscate the documents of migrant domestic workers (MDWs) and restrict their freedom of movement. They will only get their documents back after their debts are cleared. If MDWs leave their job or have their contract terminated, they will normally have to pay the recruitment fee all over again. All these compels them to remain in abusive and exploitative jobs.

濫收中介費 OVERCHARGING AGENCY FEE

在合約完結或被終止時，外傭只有兩周時間找尋新工作及申請工作簽證，否則必須離境。由於一旦離職，就大有可能要離境，也就無法償還債務或支援自己的家人，外傭逼不得以繼續逗留在備受凌虐的工作環境。這規定也造成外傭必須依靠僱傭代理為她們迅速地重找工作，而使她們更容易受進一步的剝削，包括支付超額招聘費用、低於法定最低工資的薪酬、惡劣的居住及工作條件，以求繼續留港工作。

MDWs must find new employment and get an approved work visa within two weeks of their contract ending or being terminated, or they have to leave Hong Kong. This pressure workers to stay in an abusive situation as they know that if they leave their job they are likely to have to leave the country, which for many would make it impossible to repay the fees or support their families.

兩星期規定 TWO-WEEK RULE

法例上外傭必須與僱主同住，作為申請工作簽證的條件。這項規定令外傭即使受到剝削或被虐待之險，也難以逃走。國際特赦組織發現許多受訪者沒有自己的空間，導致私穩全失；每天24小時都要隨傳隨到；更容易受到性騷擾或性侵犯。

MDWs are required by law to live with their employers as a condition for a work permit, preventing workers from moving out of their employer's house even when they are being exploited or are in danger of abuse. Amnesty International found that many MDWs did not have their own space, which leave them with no privacy, on call 24 hours a day and more vulnerable to sexual harassment or violence.

同住規定 LIVE-IN ARRANGEMENT