

YOU NEED TO



Collect evidence if your employer violates your rights or abuses you



Report abuse or exploitation to the authority

If you have terminated your employment contract because of abuse / exploitation:



Write a letter to the Immigration Department to report and present evidence of the abuse / exploitation you suffered during employment.



Contact FADWU or your union for help



Contact: 6851 2879
Email: fadwu.hk@gmail.com
Facebook: HKFADWU
Website: hkfadwu.org

Decent Work for Domestic Workers

**Constructive dismissal
is not job-hopping!**

Hong Kong Federation of Asian Domestic Workers Unions (FADWU) was founded in 2010. FADWU is the only registered trade union federation of domestic workers in Hong Kong organising both local and migrant domestic workers. We fight for better labour and women's protection for all domestic workers in Hong Kong.



Not enough food
Always beaten by employer

I want to quit my job, but I'm afraid the Immigration Department will not grant me a **visa** in the future.

Working hours too long
Sleep in the bathroom
Not enough sleep

What is Job-hopping?



This worker terminated her contracts too often. It brings unfairness and inconvenience to the employers. We suspect her of **job-hopping**.

Did you know your rights?

Under Hong Kong labour laws, every employee has the right to **terminate the contract**.

You are allowed to **change employment without leaving Hong Kong within the 2-year contract period** if you have been abused or exploited.

Case Story

Jane is a Filipino domestic worker for 3 years. When she had a new employer, she was mentally abused everyday and traumatised. She decided to leave and FADWU assisted her to leave and referred her to the Migrant Workers Office at the Philippine Consulate.

You have the **right to resign and leave** immediately, **without 1 month notice or payment in lieu**, if:



You have **reason** to fear physical danger by violence or disease when performing your job duties



You suffer **ill treatment** by your employer



You do **not receive your wages** within 1 month after your pay day

It is called

constructive dismissal

You can claim **1 month payment in lieu from employer**

Job-hopping accusations are **punishing** migrant domestic workers for trying to escape abuse and exploitation.



“Job-hopping” is an Immigration policy only targeting migrant domestic workers.



The Immigration Department never give clear definition on what is “job-hopping”.

Case Story

Anna is an Indonesia domestic workers, she terminated her contract because of illness after working overtime. She went back home for 6 months and apply again but still rejected. FADWU assisted her to file an inquiry to the ImmD and found out she was rejected due to “job-hopping”.