

Indonesian Domestic Workers in Hong Kong Special Administrative Region, China



Migrant domestic workers make up nine per cent of the overall workforce of Hong Kong Special Administrative Region (SAR), China.¹



Indonesian domestic workers make up 44 per cent (about 159,355) of all migrant domestic workers in Hong Kong SAR, China, the second largest group of migrant domestic workers after Filipinos (about 196,619).²



In 2017, there were about 360,000 foreign domestic workers in Hong Kong SAR, China.³



As of 2018, the minimum wage for foreign domestic workers is approximately USD 560⁴, which is about 160 per cent more than the average minimum wage in Indonesia.⁵



The average Indonesian migrant domestic worker takes about six months to repay fees incurred to secure a job in Hong Kong SAR, China.⁶ One report on migrant domestic workers seeking help from service providers suggests that the majority of women were charged more than HKD 5,000 (approximately USD 635) in agency fees, far above the legal limit of HKD 430 (approximately USD 55).⁷



A survey of exploited Indonesian domestic workers employed in Hong Kong SAR, China found that the majority had had their personal documents (such as birth certificates, marriage certificate, school certificate and family registration card) confiscated by their recruitment agency during the process in Indonesia.

If a woman wanted to pull out of the recruitment process, the agency demanded that the woman pay the full recruitment fee, a sum amounting to about 17 months of wages as a domestic worker in Jakarta.

¹ Legislative Council of the Hong Kong Special Administrative Region of the People's Republic of China, Research Brief Issue No. 4 2016-2017 (July 2017). Available from <https://www.legco.gov.hk/research-publications/english/1617/b04-foreign-domestic-helps-and-evolving-care-duties-in-hong-kong-20170720-e.pdf>.

² Census and Statistics Department, Table 4.49 Foreign domestic helpers by nationality and sex (2018). Available from <https://www.statistics.gov.hk/pub/B11303032018AN18BB0100.pdf>.

³ South China Morning Post, "Hong Kong will need 800,000 domestic helpers in next 30 years amid demand for elderly care, labour chief says" 5 November 2017. Available from <https://www.scmp.com/news/hong-kong/community/article/2118462/hong-kong-will-need-800000-domestic-helpers-next-30-years>.

⁴ The Government of the Hong Kong Special Administrative Region, Hiring Foreign Domestic Helpers (September 2017). Available from <https://www.gov.hk/en/residents/employment/recruitment/foreigndomestichelper.htm>.

⁵ Legislative Council of the Hong Kong Special Administrative Region of the People's Republic of China, Research Brief Issue No. 4 2016-2017 (July 2017). Available from <https://www.legco.gov.hk/research-publications/english/1617/b04-foreign-domestic-helps-and-evolving-care-duties-in-hong-kong-20170720-e.pdf>.

⁶ IOM X and Think Young, Focus Group Discussion Findings (August 2018).

⁷ Mission for Migrant Workers (MFMW), Service Report 2016 – Statistics on MFMW case support, shelter and other emergency services (April 2017). Available from http://www.migrants.net/wp-content/uploads/MFMW_Casework_Report2016_FINAL.pdf.

⁸ Amnesty International, Exploited for Profit, Failed by Governments: Indonesian Migrant Domestic Workers Trafficked to Hong Kong (2013). Available from <https://www.amnesty.org/download/Documents/12000/sea170292013en.pdf>.

⁹ IOM, Handbook on Initial Victim Identification and Assistance for Trafficked Persons (2018). Available from <https://drive.google.com/file/d/1L1zdZxbYl4nMCcd-Jrqd4gYINrQm9y6-/view>.

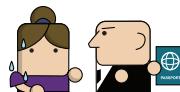
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Intimidated and unable to pay these fees, the woman would be forced into taking a job in Hong Kong SAR, China (and other locations) with unfavorable terms and conditions so that she could repay the recruitment agency the fee and get her documents back.⁸



It is also common that unethical recruitment agencies in Hong Kong SAR, China confiscate migrant domestic workers' documents, such as their employment contract, passport and Hong Kong IDs. This is often done to control domestic workers and prevent them from easily accessing assistance.⁹



Exploited Indonesian domestic workers in Hong Kong SAR, China work an average of 17 hours per day, often seven days a week.¹⁰



Three-quarters of Indonesian domestic workers in Hong Kong SAR, China say they are not free to leave their workplace when off duty or leave their place of residence.¹¹



In Hong Kong SAR, China, a migrant domestic worker must find a new job within two weeks if her contract is terminated or if she resigns. If she does not find a job within 14 days, she must leave the country. A new job would mean new recruitment fees, a cost many want to avoid, leading many to stay in exploitative working conditions. The alternative is returning home to Indonesia, where repaying the initial recruitment debt would take many months.¹²



More than a quarter of migrant domestic workers in Hong Kong SAR, China who seek assistance for their grievances report not receiving sufficient amounts of food from their employers, who bear the responsibility of providing their domestic workers with food.¹³

IOM X is the International Organization for Migration's (IOM) innovative campaign to encourage safe migration and public action to stop exploitation and human trafficking. The campaign is produced in partnership with the United States Agency for International Development (USAID).

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Pekerja Migran Indonesia di Daerah Administratif Khusus Hong Kong, Cina



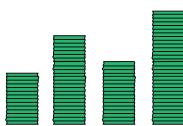
Sembilan persen dari jumlah keseluruhan tenaga kerja di Daerah Administratif Khusus Hong Kong merupakan pekerja rumah tangga migran.¹



Pekerja rumah tangga Indonesia berjumlah 44 persen (sekitar 159.355) dari keseluruhan pekerja rumah tangga migran di Daerah Administratif Khusus Hong Kong, Cina, yang merupakan jumlah kelompok pekerja rumah tangga migran terbesar kedua setelah Filipina (sekitar 196.619).²



Pada tahun 2017, ada sekitar 360.000 pekerja rumah tangga asing di Daerah Administratif Khusus Hong Kong, Cina.³



Pada tahun 2018, upah minimum untuk pekerja rumah tangga asing adalah sekitar USD 560⁴, yaitu sekitar 160 persen lebih besar dari upah minimum rata-rata di Indonesia.⁵



Rata-rata pekerja rumah tangga migran Indonesia membutuhkan waktu sekitar enam bulan untuk mengembalikan biaya yang telah dikeluarkan demi mendapatkan pekerjaan di Daerah Administratif Khusus Hong Kong, Cina.⁶ Berdasarkan sebuah laporan yang membahas tentang pekerja rumah tangga migran yang mencari bantuan dari penyedia layanan, ditemukan bahwa mayoritas pekerja migran perempuan dibebani lebih dari HKD 5.000 (sekitar USD 635) untuk komisi agen, jauh di atas batas legal yaitu HKD 430 (sekitar USD 55).⁷



Sebuah survei terhadap pekerja rumah tangga Indonesia yang dipekerjakan di Daerah Administratif Khusus Hong Kong, Cina dieksplorasi dan diketahui bahwa selama menjalani proses perekrutan di Indonesia, dokumen pribadi (seperti akta kelahiran, surat nikah, ijazah sekolah dan kartu keluarga) sebagian besar pekerja rumah tangga Indonesia disita oleh agen. Apabila seorang perempuan ingin keluar dari proses perekrutan, agen tenaga kerja akan menuntut penggantian seluruh biaya perekrutan yang besarnya kurang lebih 17 bulan gaji sebagai pekerja rumah tangga di Jakarta.

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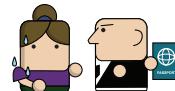
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Terintimidasi dan merasa tidak mampu untuk membayar biaya perekrutan, calon pekerja akan terpaksa mengambil pekerjaan di Daerah Administratif Khusus Hong Kong (dan lokasi lainnya) dengan syarat dan ketentuan yang tidak menguntungkan agar dapat membayar biaya agen dan mendapatkan dokumen pribadinya kembali.⁸



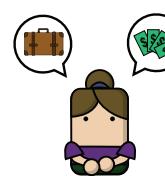
Penyitaan dokumen milik pekerja rumah tangga migran, seperti kontrak kerja, paspor, dan kartu identitas Hong Kong oleh agen perekrutan yang tidak etis merupakan hal yang kerap dilakukan. Penyitaan dokumen biasanya dilakukan untuk mengendalikan para pekerja rumah tangga dan mencegah mereka agar tidak mudah meminta bantuan.⁹



Pekerja rumah tangga Indonesia yang dieksplorasi di Daerah Administratif Khusus Hong Kong, Cina bekerja rata-rata 17 jam per hari, seringkali selama tujuh hari dalam seminggu.¹⁰



Tiga perempat pekerja rumah tangga Indonesia di Daerah Administratif Khusus Hong Kong, Cina mengatakan bahwa mereka tidak bebas meninggalkan tempat kerja ketika tidak bertugas atau meninggalkan tempat tinggal mereka.¹¹



Di Daerah Administratif Khusus Hong Kong, China, seorang pekerja rumah tangga migran divajibkan untuk mencari pekerjaan baru dalam waktu dua minggu jika kontraknya dihentikan atau jika dia mengundurkan diri. Ketika dia tidak mendapatkan pekerjaan dalam kurun waktu 14 hari, dia harus meninggalkan China. Mencari pekerjaan baru artinya adalah adanya biaya perekrutan baru, biaya yang ingin dihindari banyak orang, biaya yang menyebabkan banyak orang tetap berada dalam kondisi kerja yang eksploratif. Alternatifnya adalah pulang ke Indonesia, yang mana untuk dapat membayar utang perekrutan awal akan memakan waktu berbulan-bulan lebih lama.¹²



Lebih dari seperempat pekerja rumah tangga migran di Daerah Administratif Khusus Hong Kong, Cina yang meminta bantuan, melaporkan bahwa mereka tidak menerima makanan dalam jumlah yang cukup dari majikan yang seharusnya bertanggung jawab untuk menyediakan makanan bagi pekerja rumah tangganya.¹³

IOM X adalah kampanye inovatif dari Organisasi Internasional untuk Migrasi (International Organization for Migration - IOM) yang mendorong migrasi aman serta gerakan masyarakat untuk menghentikan eksplorasi dan perdagangan orang. Kampanye ini dilaksanakan dalam kemitraan dengan United States Agency for International Development (USAID).

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