Workshop series on Hong Kong’s foreign domestic workers (2)

Understanding ‘job-hopping’ among foreign domestic workers in Hong Kong

28 May 2022 (Sat) 930-1300

‘Job hopping’ among foreign domestic workers (FDW) has long been a debatable issue. This involves an array of variegated social, legal, and economic aspects, such as workers’ rights, market leverage of the demand of migrant domestic workers, ethics and standards in employer-employee relationships, the scope of investigation power of the immigration and labour authorities, and the determination of the legal status of migrant workers, etc. Yet, the first and foremost question about this long-standing issue is what it means by ‘job-hopping’. While employees’ job-changing behaviour in most other professions is considered normal and is a legitimate way for professional advancement, domestic workers’ job-quitting or change of employer in the middle of a contracted period is extremely difficult. The workshop will discuss the following questions. It seeks to bring new solutions for the betterment of FDW services in Hong Kong.

- What does ‘job-hopping’ mean?
- What are the legal or social definitions of job-hopping among domestic workers?
- What are the major challenges for immigration and labour authorities in investigating job-hopping cases?
- What are the legal, social and economic consequences on the workers after being labelled as a ‘job-hopper’?
- What are the reasons for changing employers?
- How can HK’s entry and exit regulations be improved regarding the job-hopping issue and domestic workers’ basic rights?
- What are the effects of social stereotypes on aggravating the job-hopping debates?
- What roles can employers, employment agencies, and the public play in bringing justice to workers’ plights, enhancing employer-domestic worker relationship, and bettering home care services in Hong Kong?

Workshop host: Dr. Yuk Wah Chan (Department of Asian and International Studies, City University of Hong Kong)

Discussants: Mr Kay Chan, Barrister-at-Law, Fellow of the International Academy of Family Lawyers
Mr Danilo Andres Reyes, PhD candidate, Department of Asian and International Studies, City University of Hong Kong

Session Speakers

9:30-9:40 Welcome address by Professor Mark Thompson
Head and Professor of Politics, Department of Asian and International Studies and Director, Southeast Asia Research Centre (SEARC)

9:40-11:00 Panel 1:

Consul Robert Quintin (Consul, Consulate General of the Philippines in Hong Kong)
Consul Hernawan Bagaskoro Abid (Consul for Protocol and Consular Affairs, Consulate General of the Republic of Indonesia in Hong Kong)
Mr. Cheung Kit Man (Chairperson, Hong Kong Employment Agencies Association Ltd)
Mr. Mclean Ng (Vice Chairman, Asosiasi Perusahaan Penemptan Tenaga Kerja Terampil Indonesia (Hong Kong-Macau) Ltd)
Mr. Thomas Chan (Chairman, Hong Kong Union of Employment Agencies)

11:00-11:20 Discussion

11:20-12:20 Panel 2:

Ms. Sringatin (Indonesian Migrant Workers Union)
Ms. Johannie Tong (Mission for Migrant Workers)
Mr. Eman C. Villanueva (Asian Migrants Coordinating Body)
Ms. Tania Marestia Sim (Christian Action for Migrant Domestic Workers)
Mr. Fitra Wicaksana (HELP for Domestic Workers)
Ms. Dolores Balladares-Pelaez (United Filipinos in Hong Kong)

12:20-12:50 Discussion

12:50-13:00 Round-up by Dr. Yuk Wah Chan
Associate Professor, Department of Asian and International Studies