



Sponsored by the OSHEP Scheme
**OCCUPATIONAL SAFETY &
HEALTH COUNCIL**



家居廢物有危險，職安操作有方法
**Awareness raising for domestic
workers in handling domestic waste**

Foreign domestic workers occupational safety and health and waste recycling practice Survey Report

January 2023

1. Background.....	1
2. Subjects and Objective of the Study	3
3. Methodology	3
4. Survey results.....	3
5. Preliminary Conclusion.....	17
Appendix The original questionnaire.....	22

1. Background

Since foreign domestic workers' arrival in Hong Kong in the 1970s, they have gradually become widely employed by middle-class families in Hong Kong. They mainly serve in caring for the elderly, children, cooking, and household cleaning, alleviating the burden of domestic work for a large number of families and ensuring the quality of life of local families and the employment participation of the local labor force, making them an indispensable force in Hong Kong society. According to the Census and Statistics Department, in March 2021, there were 339,451 foreign domestic workers who entered

Hong Kong legally to work.¹ This figure has shown a consistent upward trend in recent years in particular, apart from an unexpected decline in 2020 due to the impact of the Covid-19 pandemic. Considering Hong Kong has 3.87 millions of labor force and 7.41 millions of population, foreign domestic workers have become a social group that cannot be ignored.

While foreign domestic workers have made tremendous contributions to Hong Kong society, workers have faced with challenges brought about by the local society and the unique nature of their work. On the one hand, many workers have reported various types of discrimination in their daily lives and work due to language barriers and different living habits. Friction and conflict between employers and workers are often reported in the news. On the other hand, the current law system for foreign domestic worker requires the worker to live in the location specified in the Standard Employment Contract, to be more specifically, the employer's home. In this circumstance, employers and workers live together all day, and many employers may ask service at any time. Because of small size of household and room in Hong Kong, it is difficult for workers to enjoy a private space that allows for true privacy. These factors make it difficult to distinguish between personal time and work time and confused to figure out private life from workplace.

All in all, foreign domestic workers face a rather unique occupational safety and health status than workers in other industries. At present, Hong Kong is facing a serious shortage of foreign domestic workers, and foreign domestic workers have petitioned to the government several times in recent years to improve their working and social treatment. It is worthwhile to conduct a statistical survey to find out how the occupational safety and health of foreign domestic workers is, no matter it is related to the shortage of workers or not.

The waste sorting and recycling practice of foreign domestic workers is another topic of this study. As achieving peak carbon and carbon neutrality has become a national strategy in China, the Hong Kong government has announced that it will achieve carbon neutrality by 2050. Expanding the social participation and accessibility of carbon reduction and waste recycling, and involving more foreign domestic workers in recycling practices, thus affecting more local families, is a task that cannot be ignored. In the past, different local organizations have conducted environmental education for foreign domestic workers, but there is still a lack of relevant surveys and data.

¹ <https://data.gov.hk/tc-data/dataset/hk-immd-set4-statistics-fdh>

2. Subjects and Objective of the Study

This study is targeting on foreign domestic workers who signed the Standard Employment Contract (SEC) (ID 407) and are doing domestic work in Hong Kong.

The objective of the study is to understand the occupational safety and health of foreign domestic workers and to investigate their current practices and willingness to participate in waste recycling.

3. Methodology

This survey uses the quantitative research method and was distributed via electronic questionnaire platform between September and October 2022. Foreign domestic workers working in Hong Kong were invited to complete the questionnaire by themselves, and the investigation staff only joined them to explain when they found difficulties in understanding. To enhance the accuracy of the survey, the questionnaire was translated into Chinese, English, and Bahasa Indonesian to make convenience for workers from different countries. During the implementation of the survey, the researchers conducted three outreach events in Mongkok and Causeway Bay on Sundays to promote the survey to the workers.

The survey collected 85 samples in total. Among all the questionnaires, 65 samples were completed with all questions and valid for analyzing.

Apart from the quantitative questionnaire, the survey also collected and studied government statistics, relevant literature, newspapers, publications and books in the analysis to help understand the working and living conditions of foreign domestic workers in Hong Kong.

4. Survey results

4.1 Respondents' basic information

4.1.1 Age

The average age of the respondents is 41.38 years. The oldest worker is 59 years old

and the youngest is 19 years old.

4.1.2 Education level

The highest education level of 47.69% of the respondents is high school, accounting for the largest proportion. The vast majority of respondents (92.30%) had received higher education than elementary school.

Table 1 What's your highest education?

#	Highest Education	Percentage	Number
1	Schooling/pre-primary	1.54%	1
2	Primary school	6.15%	4
3	Junior middle school	26.15%	17
4	Senior high school	47.69%	31
5	University or above	18.46%	12
		100%	65

4.2 Key findings

4.2.1 Length of working time in Hong Kong

The average time of the 65 respondents have been working in Hong Kong as domestic workers is 8.95 years. The longest one has been working in Hong Kong for 28 years and the shortest just arrived in Hong Kong. More than three forth of workers (76.92%) have worked in Hong Kong for less than 12 years.

4.2.2 Average working days per week in the last one year

On average, the respondents work for 5.88 days per week in the last one year. The least number of working days is 2 days and the most is 7 days, with one respondent each. The vast majority of respondents (90.77%) work 6 days per week.

4.2.3 Average working hours per day in the last one year

On average, the respondents work for 13.37 hours per day in the last one year. The shortest working hour is 5 hours with one respondent, and the largest number is 19 hours with two respondents. 9 respondents or 13.85% of the respondents work less than or equal to 8 hours. Most of the respondents (56 respondents, 86.15%) work more than 8 hours a day on average. 51 of them (78.46%) work between 10 and 17 hours per day, and 5 respondents work 17 to 18 hours a day.

4.2.4 The numbers of work-related injury experienced in the last one year

Among all the 51 respondents who answered this question, 34 (66.67%) of them had not experienced any work-related injuries in the past one year. 17 (33.33%) of the respondents had experienced at least one work-related injury. 15 respondents had experienced 1 to 2 work-related injuries (29.41%), and 1 worker each had experienced 3 to 4, 5 or more work-related injuries.

Table 2 In the last one year, how many times of work-related injury have you experienced?

#	Work-related injury in last one year	Percentage	Number
1	1-2	29.41%	15
2	3-4	1.96%	1
3	≥5	1.96%	1
4	Never	66.67%	34
		100%	51

4.2.5 The categories of work-related injury

The 17 respondents who had experienced with work-related injuries reported 39 injury cases in the last one year, with 2.29 injuries per capita. The most frequent work-related injuries among foreign domestic workers are cuts and slashes, scalds and burns. Each reported by 8 workers, or 47.06%. The next most frequent injury is stress (23.53%).

Although there are not many related cases, 2 respondents reported that they had experienced physical abuse from employer(s)/employer's kids/elderly, and 1 respondent had been hurt by a pet. No sex-related injury cases were recorded in the survey.

Table 3 In the last one year, what's the cause(s) of the work-related injury(ies)? (Multiple choice)

#	The categories of work-related injury	Percentage ²	Number
1	Window cleaning	17.65%	3
2	Working at height	11.76%	2

² The percentage here is the rate of the choice among the 17 interviewees who experienced work-related injury in the last one year. The denominator is 17.

3	Using electrical appliances	5.88%	1
4	Using chemicals (like detergent, drain cleaner etc.)	17.65%	3
5	Musculoskeletal disorder	11.76%	2
6	Slips and trips	17.65%	3
7	Cuts and slashes	47.06%	8
8	Scalds and burns	47.06%	8
9	Biological hazards	0.00%	0
10	Stress (like too much work in a short time)	23.53%	4
11	Other	11.76%	2
12	Sexual harassment	0.00%	0
13	Sexual attack	0.00%	0
14	Physical abuse from employer(s)/employer's kids/elderly	11.76%	2
15	Hurt by pet	5.88%	1
		N/A	39

4.2.6 Health status at the time of the work-related injury

Of the 17 respondents who experienced at least 1 work-related injury in the last one year, 70.59% of workers (12 respondents) regard they were tired at the very time of the work-related injury they encountered and 29.41% felt they were not tired at the time.

Table 4 In your opinion, were you tired when you got injured (the work-related injury we mentioned above)?

#		Percentage	Number
1	Yes, I was tired at that time	70.59%	12
2	No, I was not	29.41%	5
		100%	17

4.2.7 Sick leave permitted by doctor in the last one year

More than half of the respondents whose sick leave request were not permitted by doctors in the last one year (42 respondents, 64.62%). The number of respondents who were permitted is 35.38%. 23 workers got sick leave permission by doctors and 5 of them (21.74%) took sick leave longer than one week. The longest sick leave taken by respondents was 54 days, and the average sick leave consumed was 2.28 days.

4.2.8 Sick leave taken by worker in the last one year

More than half of the respondents did not actually take sick leave in the last one year (40, 61.54%). 38.46% of the respondents actually took sick leave, with the longest being 58 days and the average being 3.14 days. 7 of the 25 workers who actually took sick leave (28.00%) took more than one week of sick leave.

4.2.9 Payment of doctor fee in the last one year

In the past year, 85.19% of employers paid for a worker's doctor fee when the respondent requested sick leave, and 14.81% refused to pay. When the employers refused to pay the doctor fee, half of the workers gave up seeing doctor.

Table 5 In the last one year, when you requested for a sick leave, did your employer(s) pay for your doctor cost?

#	Payment of doctor fee in the last one year	Percentage	Number
1	The employer(s) paid	85.19%	23
2	The employer(s) refused to pay, so you paid by yourself	7.41%	2
4	The employer(s) refused to pay, so you gave up seeing doctor	7.41%	2
		100%	27

4.2.10 Compulsory insurance in the last one year

In the last one year, 92.31% of respondents' employers purchased the compulsory insurance stipulated in the Standard Employment Contract, while 7.69% of respondents' employers did not.

Table 6 In the last one year, did your employer(s) buy insurance for you (the insurance in the standard contract ID407) ?

#	Compulsory insurance in the last one year	Percentage	Number
1	Yes	92.31%	60
2	No	7.69%	5
		100%	65

4.2.11 Working equipment in the last one year

12.31% of the respondents indicated that their employers had not provided any protective equipment in the last one year. Among all types of common protective

equipment, gloves are the most commonly provided. 67.69% of workers are provided with gloves. 55.38% of workers received eye-shields / face masks. 52.31% are provided with cooking apron. 36.92% are provided with respiratory protective equipment (like surgical mask, respirator).

Table 7 In the last one year, does your employer(s) provide any of the following equipment for protection? (Multiple choice)

#	Working equipment in the last one year	Percentage ³	Number
1	Not at all	12.31%	8
2	Respiratory protective equipment (like surgical mask, respirator)	36.92%	24
3	Eye-shields / face masks	55.38%	36
4	Gloves	67.69%	44
5	Cooking apron	52.31%	34
6	Other	4.62%	3
		N/A	149

4.2.12 Health problem in the last one year

Only 29.23% of respondents did not experience any health problems in the past year. The most bothering health problem for foreign domestic workers is headaches, experienced by 40.00% of workers. Other health problems that were more prevalent are shoulder and neck pain (27.69%) and muscle pain of the leg (24.62%).

Table 8 In the last one year, have you experienced any of the following health problems? (Multiple choice)

#	Health problem in the last one year	Percentage ⁴	Number
1	Not at all	29.23%	19
2	Headache	40.00%	26
3	Backache and lumbago	15.38%	10
4	Shoulder and neck pain	27.69%	18
5	Muscle pain of legs	24.62%	16

³ The percentage here is the rate of the choice among the 65 interviewee who answered this question. The denominator is 65.

⁴ The percentage here is the rate of the choice among the 65 interviewee who answered this question. The denominator is 65.

6	Muscle pain in arms	15.38%	10
7	Stomach upsets	6.15%	4
8	Skin problems	7.69%	5
9	Respiratory problems	3.08%	2
10	Insomnia	12.31%	8
11	High blood pressure	9.23%	6
12	Dizziness	15.38%	10
13	Other health problems	1.54%	1
		N/A	135

4.2.13 Occupational safety and health training since arrival

58.46% of respondents had received occupational safety and health training since arriving in Hong Kong, while 41.54% had never received any training.

Table 9 Since coming to Hong Kong as a domestic worker, have you received any occupational safety and health training (such as courses provided by Occupational Safety and Health Council(OSHC), Labour Department, Unions and NGOs)?

#	Occupational safety and health training since arrival	Percentage	Number
1	Yes	58.46%	38
2	Never	41.54%	27
		100%	65

4.2.14 Workers' assessment of the occupational safety and health situation of foreign domestic workers in Hong Kong

When respondents were asked about their general idea of the occupational safety and health situation of foreign workers in Hong Kong, the vast majority of respondents gave a positive rating, with 72.31% saying the situation is good enough and 18.46% rating the situation as not bad. 9.23% of respondents gave a negative rating, but no workers considered the situation to be very risky.

Table 10 Generally speaking, how do you assess the occupational safety and health situation of foreign domestic workers in Hong Kong?

#		Percentage	Number
1	Good enough	72.31%	47
2	Not bad	18.46%	12
3	Risky	9.23%	6
4	Very risky	0.00%	0
		100%	65

4.2.15 Prevention of occupational accident and disease

When the respondents were asked if the work-related injury could have been prevented, 83.08% of the workers regard the accidents and diseases are preventable and only 4.62% deem the accidents and diseases are not preventable. Besides this, 12.31% of respondents has no opinion on this question.

Table 11 In your opinion, can occupational accidents and diseases be prevented?

#	Prevention of occupational accident and disease	Percentage	Number
1	Can be prevented	83.08%	54
2	Can't be prevented	4.62%	3
3	No idea	12.31%	8
		100%	65

4.2.16 Workers' self-assessment of their knowledge on occupational safety and health

When workers were asked about the knowledge they have about occupational safety and health, most respondents assess themselves positively: 18.46% of workers regard their knowledge is quite enough and 55.38% think they have enough knowledge. The number of workers who rated their knowledge negatively is 26.15%, and only 1.54% of workers consider their knowledge to be badly lacking.

Table 12 In your opinion, do you have enough knowledge about the occupational safety and health?

#		Percentage	Number
1	Badly lacking	1.54%	1
2	Lacking	7.69%	5

3	Not enough	16.92%	11
4	Enough	55.38%	36
5	Quite enough	18.46%	12
		100%	65

4.2.17 Employers' attitude on workers' occupational safety and health

The majority of respondents believe their employers care about their occupational safety and health: 58.46% of workers believe their employers care a lot, 38.46% believe their employers care. 3.08% of respondents believe their employers don't really care about them, but no respondents believe their employers don't care about them.

Table 13 In your opinion, how do your employers (including former and current) care about your occupational safety and health?

#		Percentage	Number
1	Care a lot	58.46%	38
2	Care	38.46%	25
3	Not really care	3.08%	2
4	Don't care	0.00%	0
5	No idea	0.00%	0
		100%	65

4.2.18 Main responsibility for occupational safety

More than half of the workers (56.92%) believe they should take the main responsibility for occupational safety and health. This is followed by 38.46% of respondents who believe that employers should be primarily responsible. Very few respondents believe that the agency or government should take main responsibility.

Table 14 In your opinion, who should take the main responsibility for your occupational safety and health?

#	Who should take the Main responsibility	Percentage	Number
1	Yourself	56.92%	37
2	Your employer	38.46%	25
3	Agency	1.54%	1

4	Government	3.08%	2
		100%	65

4.2.19 The worker's attitude to risk work

When an employer assigns a risky job to a worker, 46.15% of respondents say they would negotiate with the employer to resolve it. 41.54% of workers say they would refuse to do it. 18.46% of workers say they would complain to the government. Only 9.23% of workers would choose to take the task, but 3.08% would remain cautious while continuing to work.

Table 15 What would you do, if you find a work assigned by the employer is risky? (Multiple choice)

#	What to do if the employer assigns a risk work	Percentage ⁵	Number
1	Complain to agency or government	18.46%	12
2	Refuse to do it	41.54%	27
3	Negotiate with the employer	46.15%	30
4	No discussion and continue working with caution	3.08%	2
5	Just do it	6.15%	4
		N/A	75

4.3 Foreign domestic workers' practices in waste sorting and recycling

4.3.1 Participation in sorting and recycling

The majority of workers (75.38%) participate in domestic waste sorting and recycling, and less than a quarter of respondents (24.62%) were not.

Table 16 Do you sort and recycle domestic waste?

⁵ The percentage here is the rate of the choice among the 65 interviewee who answered this question. The denominator is 65.

#	Participation in sorting and recycling	Percentage	Number
1	Yes	75.38%	49
2	No	24.62%	16
		100%	65

4.3.2 Frequency of sorting and recycling domestic waste

Of the 49 respondents who practice domestic waste sorting and recycling, 73.47% of the foreign domestic workers always participate, 14.29% participate often, 10.20% participate occasionally, and 2.04% participate rarely. This result shows that the frequency of participation is generally high for foreign domestic workers to sort and recycle domestic waste.

Table 17 How often do you sort and recycle domestic waste?

#	Frequency of sorting and recycling domestic waste	Percentage	Number
1	Always	73.47%	36
2	Often	14.29%	7
3	Occasionally	10.20%	5
5	Rarely	2.04%	1
		100%	49

4.3.3 Categories of waste sorting and recycling

The five types of furniture waste that respondents sorted and recycled the most were plastic (18.72%), paper (17.45%), beverage carton (13.62%), glass (13.19%), and metal (10.64%). The least sorted and recycled is Electronic product (like smart phone, computer, TV) at 2.55%.

Table 18 What kind of domestic waste do you sort and recycle? (Multiple choice)

#	Categories of waste sorting and recycling	Percentage	Number
1	Paper	17.45%	41
2	Plastic	18.72%	44
3	Beverage carton	13.62%	32

4	Glass	13.19%	31
5	Metal	10.64%	25
6	Food waste	8.94%	21
7	Big furniture	5.53%	13
8	Chemical and hazardous waste (like battery, pesticide, expired cosmetics and medicine)	4.68%	11
9	Other	0.00%	0
10	Electronic product (like smart phone, computer, TV)	2.55%	6
11	Clothing	4.68%	11
		100%	235

4.3.4 Where to send the waste for recycling after sorting

When domestic waste is sorted, 77.55% of respondents would take it to recycling bins in housing estate area or community, 26.53% would take it to Green@community. 14.29% would choose other governmental or public recycle project. The least popular is private recycle company (with reward), with only 8.16% of respondents choose that.

**Table 19 Where do you send the domestic waste to recycle after sorting?
(Multiple choice)**

#	Where to send the waste for recycling after sorting	Percentage ⁶	Number
1	Recycling bin in housing estate area or community	77.55%	38
2	Green@community 綠在區區	26.53%	13
3	Private recycle company (with reward)	8.16%	4
4	Other governmental or public recycle project	14.29%	7
5	Other	0.00%	0
		N/A	62

4.3.5 Reasons for choosing a recycling facility

When workers select a recycling facility, the top consideration is that it has a convenient location (85.71%). The next most important reason is that the recycling facility had a recycling reward (money or gift), at 18.37%.

⁶ The percentage here is the rate of the choice among the 49 interviewee who answered this question. The denominator is 49.

**Table 20 Why do you choose these places/projects to recycle domestic waste?
(Multiple choice)**

#	The reason for choosing recycling facility	Percentage ⁷	Number
1	Convenient location	85.71%	42
2	Recycling reward (money or gift)	18.37%	9
3	You don't know other recycling project	6.12%	3
4	These projects accept specific category of waste	10.20%	5
		N/A	59

4.3.6 The employer's requirement on waste sorting and recycling

73.21% of employers require workers to sort and recycle domestic waste. 26.79% of employers do not have this requirement. This shows that household waste recycling has become a common practice among local households with foreign domestic workers, and recycling has become a common part of the workers' job.

Table 21 Does your employer(s) require you to sort domestic wastes and send them to recycle station?

#	The employer's requirement on waste sorting and recycling	Percentage	Number
1	Yes	73.21%	41
2	No	26.79%	15
		100%	56

4.3.7 The reason of not recycling domestic waste

The most important reason workers reported for not wanting to do domestic waste recycling is not wanting to do extra work, at 47.62%. Reward from recycling programs, available facilities, and relevant knowledge do not affect workers much, with 14.29%, 19.05%, and 19.05%, respectively. Apart from this, 14.29% of workers are willing to recycle waste, but their employers did not allow it.

Table 22 What is the reason(s) you do not recycle domestic waste? (Multiple choice)

⁷ The percentage here is the rate of the choice among the 49 interviewee who answered this question. The denominator is 49.

#	The reason of not recycling domestic waste	Percentage ⁸	Number
1	Don't want to do extra work	47.62%	10
2	Low reward from the recycling projects	14.29%	3
4	Lack of recycling facilities near to your location	19.05%	4
5	Have no knowledge about waste sorting and recycling	19.05%	4
6	You want to recycle but it isn't allowed by employer(s)	14.29%	3
		N/A	24

4.3.8 Awareness of recycling facilities

The survey asked about the prevalence of recycling programs or facilities for domestic waste, particularly naming Green@community as an example to help respondents understand. We found that most domestic workers have some knowledge, at 66.15%. Only 33.85% of the workers have no relevant knowledge.

Table 23 Do you know any domestic waste recycling project or facilities? (like green@community 綠在區區, recycling bin on the street)

#	Awareness of recycling facilities	Percentage	Number
1	Yes	66.15%	43
2	No	33.85%	22
		100%	65

With cross-comparison, we found that of the 49 workers who sort and recycle domestic waste, 40 workers' employers have requirement to recycle and only 9 workers' employers do not have such requirement. Among the 16 workers who do not conduct waste sorting and recycling, 15 employers have no requirement to recycle and only 1 worker's employer have such requirement. This reflects that there is an extremely strong correlation between whether worker participates in waste recycling and employer's requirements. Waste recycling is more of an employer's request but a task that workers are asked to perform, and is a reflection of the employer's attitude rather than the worker's own choice. In the absence of a request from the employer, workers are highly unlikely to engage in waste recycling. This finding also coincides with the reason most reported by workers for not recycling waste: the nature of domestic waste recycling is

⁸ The percentage here is the rate of the choice among the 21 interviewee who answered this question. The denominator is 21.

still extra work for many workers.

Table 24

#	Worker's practice	Number	Employer's attitude	Number
1	The worker does sort and recycle	49	The employer does require	40
			The employer doesn't require	9
2	The worker doesn't sort or recycle	16	The employer does require	1
			The employer doesn't require	15

In addition, after cross-analyzing education and waste recycling practice, we can see that workers with higher education are relatively more involved in waste recycling. While workers with relatively lower educational background engage in waste recycling.

Table 25

#	Highest Education	Percentage in the sample	Total number in the sample	Percentage of sorting and recycling	Number of sorting and recycling
1	Schooling/pre-primary	1.54%	1	2.04%	1
2	Primary school	6.15%	4	2.04%	1
3	Junior middle school	26.15%	17	16.33%	8
4	Senior high school	47.69%	31	55.10%	27
5	University or above	18.46%	12	24.49%	12
		100%	65	100%	49

5. Preliminary Conclusion

5.1 Foreign domestic workers are severely overworked, and employers violate the Employment Ordinance and the Standard Employment Contract commonly

The survey found that a 7-day work week exists among respondents in the last one year. Meanwhile, the average daily working hours of the respondents reaches 13.37 hours, and 86.15% of the respondents work more than 8 hours a day. We may calculate the average number of working hours per week by multiplying the average number of working days per week and the average number of working hours per day. The average

number of working hours per week is 78.91 and the median number of average working hours per week among respondents is 84 hours. Comparing with the latest Quarterly Report on General Household Survey 2021 released by the Census and Statistics Department of Hong Kong, the median weekly working hours of employees in Hong Kong is 44 hours. The respondent's working hour is 1.91 times higher than it.

According to Hong Kong's Employment Ordinance, employees are not allowed to work more than eight hours a day, eight days a week, and 48 hours a week. The survey results show that the majority of foreign domestic workers have been working far beyond what is allowed by law. The average number of hours worked per week by respondents is 1.64 times the legal requirement.

The overwork situation of foreign domestic workers is not only legally problematic, but also poses a threat to the occupational safety of the workers. 16 of the 17 respondents who had experienced at least one work-related injury in the last one year work 8 or more hours per week. This two results are highly correlated.

Table 26

#	Average working hour per day	Person	Work-related injury in the last one year	Person
1	less than 8 hours (≤ 8)	9	No	8
			Injured	1
2	More than 8 hours (> 8)	56	No	40
			Injured	16
		65		65

The survey found that 14.81% of employers refused to pay for doctor fee when respondents asked for sick leave, either because the employer do not want the worker to take time off to delay work or because the employer wanted to spend less money on the worker. However, regardless of the reason, refusing to cover a worker's medical expenses is prohibited by the Standard Employment Contract.

In addition, although Article 9 of the Standard Employment Contract for foreign domestic workers requires employers to purchase insurance for their workers, the survey found that 7.69% of employers did not do so in the past year.

5.2 The occupational safety situation and labor protection of foreign domestic workers need to

be improved and the workers' health needs attention

The survey found that 29.41% of respondents had experienced one to two work injuries in the last one year, and only 3.92% of respondents had experienced more than 2 work-related injuries. Most of the respondents had not experienced any work-related injuries in the last one year (66.67%). The respondents who has work-related injury experienced 2.29 work-related injuries per capita and all respondents have 0.6 work-related injury per capita. The most frequent injuries are related to domestic activities, especially cooking, such as cuts and slashes, and scales and burns, indicating kitchen work. In addition, respondents reported stress and musculoskeletal disorder that may be related to workers' overwork. Overall, the work-related injuries reported by the respondents are not too serious. This may be due to the common practice that workers who got serious injuries are often sent back to their home countries by their employers and are not likely to participate in this survey.

87.69% of the respondents are equipped with different types of labor protection tools. Although this percentage is high, it is not very satisfactory. Because these tools such as gloves, masks and kitchen aprons are the most basic and commonly used tools for domestic work, yet 12.31% of respondents do not have any of them.

Respondents' occupational safety and health training is inadequate, with only 58.46%. While this is not a mandatory requirement by Hong Kong law, it is not ideal. Because the vast majority of foreign domestic workers are introduced to Hong Kong through an labour agency and pay high agency fees, basic training is a service they are entitled to. 70.77% of respondents reported experiencing different types of health problems in the past year. Most of these problems were pain in muscles, back and shoulders, all closely related to domestic work. More serious diseases such as hypertension are less common. The survey shows that the health status of foreign domestic workers is not as optimistic as it could be and that injuries caused by domestic work need attention.

In terms of the average number of days of sick leave, respondents actually took more sick leave (3.14 days) than the sick leave permitted by doctors (2.28 days) in the past one year. Some workers who did not get doctors' permission still took sick leave in the end. More than 60% of workers never took sick leave. In addition, 7.41% of respondents reported that when they requested sick leave, their employers refused to pay the doctor fee and they eventually gave up seeing doctor. This illegal practice can delay the condition and is detrimental to the occupational health of workers.

5.3 Foreign domestic workers have a high awareness of their occupational safety and health and give a positive evaluation of the working environment in Hong Kong

The respondents have a good basic understanding of occupational accidents and diseases. More than 80% of workers believe that accidents can be prevented. When faced with a risky work task, less than 10% of respondents would choose to continue, and most would consciously refuse or negotiate with their employers. This reflects the workers do value the risk they face at work and their high willingness to improve their occupational safety.

Most respondents believe that the main responsibility for occupational safety and health should go with themselves and their employers. This partly reflects that workers are concerned enough about their own safety and health, but it may also be caused by the fact that society does not provide enough protection for foreign domestic workers and workers do not know the channels they can use in order to defend their rights.

The survey found that the vast majority of respondents rated their occupational safety and health status in Hong Kong as positive. More than 70% of respondents believe their knowledge about occupational safety and health is enough. Over 90% of the respondents believe that their employers care about their occupational safety and health. These figures reflect that foreign domestic workers have a relatively positive evaluation of their work in Hong Kong. Their subjective feelings are relatively satisfied with the work environment.

5.4 High participation and awareness in waste recycling, while lack of lack of initiative

In the survey data, it is evident that up to 75.38% of workers participate in domestic waste sorting and recycling, and 66.15% are aware of existing recycling projects or facilities in the community. Also, workers who perform domestic waste sorting participate not very rarely. 73.21% of employers require workers to perform domestic waste recycling. In contrast, the domestic waste recycling rate of foreign domestic workers and the households they serve is higher than the average for Hong Kong households: according to the Hong Kong Solid Waste Monitoring Report published by the Environment Protection Department, the recycling rate of household waste in Hong Kong between 2016 and 2020 is between 24% and 19%.⁹

⁹ https://www.wastereduction.gov.hk/tc/assistancewizard/waste_red_sat.htm

Summing up the above data, we can draw a preliminary conclusion that foreign domestic workers in Hong Kong are generally aware of and participate in the sorting and recycling of domestic waste.

Years of environment protection advocacy in the community have had an impact on the public perception. Widely installed community recycling facilities facilitate the sorting and recycling of domestic waste. Only 16.67% of workers perceive the lack of recycling facilities near to their locations. Particularly, the recycling bins within the community, which relieve workers of the burden of transporting waste, are regarded by workers as a convenient option.

But the flip side of high participation and awareness is the lack of initiative among workers. Very few workers took the initiative to sort and recycle domestic waste without being asked to do so by their employers. At the end of the day, domestic waste recycling is still passively accepted as additional work for workers.

In addition, the survey results show that while over 20% of workers do care about the rewards of recycling projects, most workers do not place much value on the rewards. Whether the reason behind this is because the current average rewards of all recycling projects are generally low or because the rewards go with employers rather than workers requires further study in the future.

FDWs' occupational safety and health and waste recycling practice survey

Start of Block: 前言

Q1

This is a survey on your occupational safety and health
and waste recycling as domestic worker in Hong Kong.

It will take you around 15 minutes to finish.

Please don't worry. The questions are based on your work experience, and no extra
knowledge is needed.

All data you provide here will be processed legally and confidentially. We respect
and value your privacy and will never use your answer to do anything contrary to
your interests.

Thanks for your participation and contribution.

bahasa indonesia :

Ini adalah survei tentang keselamatan dan kesehatan kerja Anda dan daur ulang
limbah sebagai pekerja rumah tangga di Hong Kong. Anda akan membutuhkan
waktu sekitar 15 menit untuk menyelesaikannya. Tolong jangan khawatir. Pertanyaan
didasarkan pada pengalaman kerja Anda, dan tidak diperlukan pengetahuan
tambahan. Semua data yang Anda berikan di sini akan diproses secara legal dan
rahasia. Kami menghormati dan menghargai privasi Anda dan tidak akan pernah
menggunakan jawaban Anda untuk melakukan sesuatu yang bertentangan dengan
kepentingan Anda. Terima kasih atas partisipasi dan kontribusinya.

End of Block: 前言

Start of Block: Part 1

Q2 First, we are going to ask you some personal information and your work in Hong Kong.


Pertama, kami akan menanyakan beberapa informasi pribadi dan pekerjaan Anda di Hong Kong.

Q3 What's your highest education?
(Apa pendidikan tertinggi Anda?)

- ☐ Schooling/pre-primary (Pra-sekolah dasar/ TK) (1)
- ☐ Primary school (Sekolah dasar) (2)
- ☐ Junior middle school (SMP) (3)
- ☐ Senior high school (SMA) (4)
- ☐ University or above (Universitas atau lebih tinggi) (5)

Q4 What is your age? (Berapa usia Anda?)

18 22 26 30 34 39 43 47 51 55 59

Years ()	
----------	--

Q5 How many years have you worked in Hong Kong as a domestic worker? (Choose 0 year if it's less than one year)

(Sudah berapa tahun Anda bekerja di Hong Kong sebagai PRT? (Pilih 0 tahun jika kurang dari satu tahun))

0 4 8 12 16 21 25 29 33 37 41

Years ()	
----------	--

Q6 How many days do you work per week now?

(Berapa hari Anda bekerja per minggunya?)


1 2 3 4 5 6 7

Days ()	
---------	--

Q7 What's your average working hour per day?

(Berapa jam kerja rata-rata Anda per hari?)

0 2 5 7 10 12 14 17 19 22 24

Hours ()	
----------	--

End of Block: Part 1

Start of Block: Part 2

Q8 In the second part, we would like to know your experience and thinking on occupational safety and health.

Pada bagian kedua, kami ingin mengetahui pengalaman dan pemikiran Anda tentang keselamatan dan kesehatan kerja.

Q9 In the last one year, how many times of work-related injury have you experienced?

(Dalam satu tahun terakhir, berapa kali Anda mengalami kecelakaan kerja?)

- ☐ 1-2 (1)
- ☐ 3-4 (2)
- ☐ ≥5 (3)
- ☐ Never (Tidak pernah) (4)

Skip To: Q11 If In the last one year, how many times of work-related injury have you experienced?
(Dalam satu tah... = Never (Tidak pernah))

Q10 In the last one year, what's the cause(s) of the work-related injury(ies)?
(Multiple choice)

(Dalam satu tahun terakhir, apa penyebab cedera terkait pekerjaan? (Pilihan ganda))


- ☐ Window cleaning (Membersihkan jendela) (1)
- ☐ Working at height (Bekerja di ketinggian) (2)
- ☐ Using electrical appliances (Menggunakan peralatan listrik) (3)
- ☐ Using chemicals (like detergent, drain cleaner etc.) (Menggunakan bahan kimia (seperti deterjen, pembersih saluran pembuangan, dll.)) (4)
- ☐ Musculoskeletal disorder (Gangguan muskuloskeletal) (5)
- ☐ Slips and trips (Tergelincir dan tersandung) (6)
- ☐ Cuts and slashes (Potongan dan garis miring) (7)
- ☐ Scalds and burns (Melepuh dan luka bakar) (8)
- ☐ Biological hazards (Bahaya biologi, [virus, toksin]) (9)
- ☐ Stress (like too much work in a short time) (Stres (seperti terlalu banyak bekerja dalam waktu singkat)) (10)
- ☐ Physical abuse from employer(s)/employer's kids/elderly (Kekerasan fisik dari majikan/anak majikan/lansia) (14)
- ☐ Hurt by pet (Disakiti oleh hewan peliharaan) (15)
- ☐ Sexual harassment (Pelecehan seksual) (12)
- ☐ Sexual attack (Serangan seksual) (13)

☐ Other (Please enter your answer) (Lainnya (Silakan masukkan jawaban Anda))

(11) _____

Q11 In the last one year, how many days of sick leave did the doctors give you (doctor's certificate letter)?
(Dalam satu tahun terakhir, berapa hari cuti sakit yang diberikan dokter kepada Anda (sesuai surat keterangan dokter)?)

0 12 24 36 48 60 72 84 96 108 120

Days ()	
---------	--

Q12 In the last one year, how many days of sick leave did you take actually?
(Dalam satu tahun terakhir, berapa hari Anda mengambil cuti sakit?)

0 12 24 36 48 60 72 84 96 108 120

Days ()	
---------	--

Display This Question:

If In the last one year, how many days of sick leave did the doctors give you (doctor's certificate...

[Days] > 0

Q13 In the last one year, when you requested for a sick leave, did your employer(s) pay for your doctor cost?

(Dalam satu tahun terakhir, ketika Anda meminta cuti sakit, apakah majikan Anda membayar biaya dokter?)

- ☐ The employer(s) paid (Majikan membayar) (1)
 - ☐ The employer(s) refused to pay, so you paid by yourself (Majikan menolak untuk membayar, jadi Anda membayar sendiri) (2)
 - ☐ The employer(s) refused to pay, so you gave up seeing doctor (Majikan menolak untuk membayar, jadi Anda menyerah menemui dokter) (4)
-

Q14 In the last one year, did your employer(s) buy insurance for you (the insurance in the standard contract ID407) ?

(Dalam satu tahun terakhir, apakah majikan Anda membeli asuransi untuk Anda (asuransi dalam kontrak standar ID407) ?)

- ☐ Yes (Ya) (1)
 - ☐ No (Tidak) (2)
-

Q15 In the last one year, does your employer(s) provide any of the following equipment for protection? (Multiple choice)

(Dalam satu tahun terakhir, apakah majikan Anda menyediakan peralatan perlindungan berikut? (Pilihan ganda))

- ☐ ☒ Not at all (Tidak sama sekali) (1)
- ☐ Respiratory protective equipment (like surgical mask, respirator) (Peralatan pelindung pernapasan (seperti masker bedah, respirator/perlindungan pernafasan)) (2)
- ☐ Eye-shields / face masks (Pelindung mata / masker wajah) (3)
- ☐ Gloves (Sarung Tangan) (4)
- ☐ Cooking apron (Celemek memasak) (6)
- ☐ Other (Please enter your answer) (Lainnya (Silahkan masukkan jawaban Anda)) (5) _____
-

Q16 In the last one year, have you experienced any of the following health problems? (Multiple choice)

(Dalam satu tahun terakhir, apakah Anda mengalami gangguan kesehatan berikut? (Pilihan ganda))

- ☐ ☒ Not at all (Tidak sama sekali) (1)
- ☐ Headache (Sakit kepala) (2)
- ☐ Backache and lumbago (Sakit punggung dan sakit pinggang) (3)
- ☐ Shoulder and neck pain (Sakit bahu dan leher) (4)
- ☐ Muscle pain of legs (Nyeri otot kaki) (5)
- ☐ Muscle pain in arms (Nyeri otot di lengan) (6)
- ☐ Stomach upsets (Sakit perut) (7)
- ☐ Skin problems (Masalah kulit) (8)
- ☐ Respiratory problems (Masalah pernapasan) (9)
- ☐ Insomnia (Sulit tidur) (10)
- ☐ High blood pressure (Tekanan darah tinggi) (11)
- ☐ Dizziness (Pusing) (12)
- ☐ Other health problems (Please enter your answer) (Masalah kesehatan lainnya (Silakan masukkan jawaban Anda)) (13)
-

Q17 Since coming to Hong Kong as a domestic worker, have you received any

occupational safety and health training (such as courses provided by Occupational Safety and Health Council(OSHC), Labour Department, Unions and NGOs)?

(Sejak datang ke Hong Kong sebagai pekerja rumah tangga, apakah Anda pernah menerima pelatihan keselamatan dan kesehatan kerja (seperti kursus yang diberikan oleh Dewan Keselamatan dan Kesehatan Kerja (OSHC), Departemen Tenaga Kerja, Serikat Pekerja dan LSM)?)

- ☐ Yes (Ya) (1)
- ☐ Never (Tidak pernah) (2)

Page Break

Q18 We would like to know more about your personal thinking on occupational safety and health.

(Kami ingin tahu lebih banyak tentang pemikiran pribadi Anda tentang keselamatan kerja dan kesehatan.)

Display This Question:

If In the last one year, how many times of work-related injury have you experienced? (Dalam satu tahun... != Never (Tidak pernah)

Q19 In your opinion, were you tired when you got injured (the work-related injury we mentioned above)?

(Menurut Anda, apakah Anda lelah ketika mengalami cedera (cedera terkait pekerjaan yang kami sebutkan di atas)?)

- ☐ Yes, I was tired at that time (Ya, saya lelah saat itu) (1)
 - ☐ No, I was not (Tidak, saya tidak lelah) (2)
-

Q20 Generally speaking, how do you assess the occupational safety and health situation of foreign domestic workers in Hong Kong?

(Secara umum, bagaimana Anda menilai situasi keselamatan dan kesehatan kerja pekerja rumah tangga asing di Hong Kong?)

- ☐ Good enough (Cukup baik) (1)
 - ☐ Not bad (Tidak buruk) (2)
 - ☐ Risky (Berisiko) (3)
 - ☐ Very risky (Sangat berisiko) (4)
-



Q21 Given all of your FDW experiences in HK, what're the top 3 most risky or harmful works in your opinion? (Multiple choice)

(Mengingat semua pengalaman PLRT Asing di HK, apa 3 pekerjaan paling berisiko atau berbahaya menurut Anda? (Pilihan ganda))

- ☐ Slips and trips (Tergelincir dan tersandung) (1)
 - ☐ Carrying and lifting heavy objects (Membawa dan mengangkat benda berat) (2)
 - ☐ Working at height (Bekerja di ketinggian) (3)
 - ☐ Using electrical appliances (Menggunakan peralatan listrik) (4)
 - ☐ Using chemicals (like detergent, drain cleaner etc.) (Menggunakan bahan kimia (seperti deterjen, pembersih saluran pembuangan, dll.)) (5)
 - ☐ Kitchen accidents (cuts, burns, scalds) (Kecelakaan dapur (terpotong, terbakar, melepuh)) (6)
 - ☐ Interaction and communication with employer(s) (Interaksi dan komunikasi dengan pemberi kerja) (7)
 - ☐ Other (Please enter your answer) (Lainnya (Silakan masukkan jawaban Anda)) (8) _____
-

Q22 In your opinion, can occupational accidents and diseases be prevented?
(Menurut Anda, apakah kecelakaan dan penyakit akibat kerja dapat dicegah?)

- ☐ Can be prevented (Dapat dicegah) (1)
 - ☐ Can't be prevented (Tidak bisa dicegah) (2)
 - ☐ No idea (Tidak ada ide) (3)
-

Q23 In your opinion, do you have enough knowledge about the occupational safety and health?

(Menurut Anda, apakah Anda memiliki pengetahuan yang cukup tentang keselamatan dan kesehatan kerja?)

- ☐ Badly lacking (Sangat kurang) (1)
 - ☐ Lacking (Kurang) (5)
 - ☐ Not enough (Tidak cukup) (6)
 - ☐ Enough (Cukup) (3)
 - ☐ Quite enough (Lumayan Cukup) (4)
-

Q24 In your opinion, how do your employers (including former and current) care about your occupational safety and health?

(Menurut pendapat Anda, bagaimana majikan Anda (termasuk mantan dan saat ini) peduli dengan keselamatan dan kesehatan kerja Anda?)

- ☐ Care a lot (Sangat peduli) (1)
 - ☐ Care (Peduli) (2)
 - ☐ Not really care (Tidak terlalu peduli) (3)
 - ☐ Don't care (Tidak peduli) (4)
 - ☐ No idea (Tidak ada ide) (5)
-

Q25 In your opinion, who should take the main responsibility for your occupational safety and health?

(Menurut Anda, siapa yang harus bertanggung jawab atas keselamatan dan kesehatan kerja Anda?)

- ☐ Yourself (Diri sendiri) (1)
 - ☐ Your employer (Majikan) (2)
 - ☐ Agency (Agensi) (3)
 - ☐ Government (Pemerintah) (4)
-

Q26 What would you do, if you find a work assigned by the employer is risky?

(Multiple choice)

(Apa yang akan Anda lakukan, jika Anda menemukan pekerjaan yang diberikan oleh majikan berisiko? (Pilihan ganda))

- ☐ Complain to agency or government (Melaporkan kepada agen atau pemerintah) (1)
- ☐ Refuse to do it (Menolak untuk melakukannya) (2)
- ☐ Negotiate with the employer (Negosiasi dengan majikan) (3)
- ☐ No discussion and continue working with caution (Tidak ada diskusi dan terus bekerja dengan hati-hati) (4)
- ☐ ☒ Just do it (Tetap melakukan) (5)

End of Block: Part 2

Start of Block: Part 3

Q27 In the last part, we would like to know your recycling practice in the domestic worker's work.

(Di bagian terakhir, kami ingin mengetahui praktik daur ulang sampah Anda dalam pekerjaan pekerja rumah tangga.)

Q28 Do you sort and recycle domestic waste?

(Apakah Anda memilah dan mendaur ulang sampah rumah tangga?)

- ☐ Yes (Ya) (1)
- ☐ No (Tidak) (2)

Skip To: Q29 If Do you sort and recycle domestic waste? (Apakah Anda memilah dan mendaur ulang sampah rumah tangga?) = Yes (Ya)

Skip To: Q34 If Do you sort and recycle domestic waste? (Apakah Anda memilah dan mendaur ulang sampah rumah tangga?) = No (Tidak)

Q29 How often do you sort and recycle domestic waste?

(Seberapa sering Anda memilah dan mendaur ulang sampah rumah tangga?)

- ☐ Always (Selalu) (1)
 - ☐ Often (Sering) (2)
 - ☐ Occasionally (Kadang-kadang) (3)
 - ☐ Rarely (Jarang) (5)
-

Q30 What kind of domestic waste do you sort and recycle? (Multiple choice)

(Jenis limbah rumah tangga apa yang Anda pilah dan daur ulang? (Pilihan ganda))

- ☐ Paper (Kertas) (1)
 - ☐ Plastic (Plastik) (2)
 - ☐ Beverage carton (Karton minuman) (3)
 - ☐ Glass (Kaca) (4)
 - ☐ Metal (Logam) (5)
 - ☐ Food waste (Limbah makanan) (6)
 - ☐ Big furniture (Perabotan besar) (7)
 - ☐ Electronic product (like smart phone, computer, TV) (Produk elektronik (seperti HP, komputer, TV)) (10)
 - ☐ Chemical and hazardous waste (like battery, pesticide, expired cosmetics and medicine)(Limbah kimia dan berbahaya (seperti baterai, pestisida, kosmetik kadaluarsa dan obat)) (8)
 - ☐ Clothing (Pakaian) (11)
 - ☐ Other (Please enter your answer) (Lainnya (Silahkan masukkan jawaban Anda)) (9) _____
-

Q31 Where do you send the domestic waste to recycle after sorting? (Multiple choice)
(Kemana Anda mengirim sampah rumah tangga untuk didaur ulang setelah dipilah?)

(Pilihan ganda))

- ☐ Recycling bin in housing estate area or community (Tempat sampah di area perumahan atau komunitas) (1)
 - ☐ Green@community 綠在區區 (Green@community) (2)
 - ☐ Private recycle company (with reward) (Perusahaan daur ulang swasta (dengan imbalan/mendapat uang)) (3)
 - ☐ Other governmental or public recycle project (Proyek daur ulang pemerintah atau publik lainnya) (4)
 - ☐ Other (Please enter your answer) (Lainnya (Silahkan masukkan jawaban Anda)) (5) _____
-

Q32 Why do you choose these places/projects to recycle domestic waste? (Multiple choice)

(Mengapa Anda memilih tempat/proyek ini untuk mendaur ulang limbah rumah tangga? (Pilihan ganda))

- ☐ Convenient location (Lokasi yang nyaman)) (1)
- ☐ Recycling reward (money or gift) (Mendapat imbalan daur ulang (uang atau hadiah)) (2)
- ☐ These projects accept specific category of waste (Proyek ini menerima kategori limbah tertentu) (4)
- ☐ You don't know other recycling project (Anda tidak tahu proyek daur ulang lainnya) (3)
-

Q33 Does your employer(s) require you to sort domestic wastes and send them to recycle station?

(Apakah majikan Anda mengharuskan Anda untuk memilah sampah rumah tangga dan mengirimkannya ke tempat pengolahan sampah daur ulang?)

- ☐ Yes (Ya) (1)
- ☐ No (Tidak) (2)
-

Display This Question:

If Do you sort and recycle domestic waste? (Apakah Anda memilah dan mendaur ulang sampah rumah tangga?) = No (Tidak)

Q34 What is the reason(s) you do not recycle domestic waste? (Multiple choice)
(Apa alasan Anda tidak mendaur ulang limbah rumah tangga? (Pilihan ganda))

- ☐ Don't want to do extra work (Tidak ingin melakukan pekerjaan tambahan) (1)
 - ☐ You want to recycle but it isn't allowed by employer(s) (Anda ingin mendaur ulang tetapi tidak diizinkan oleh pemberi kerja) (6)
 - ☐ Have no knowledge about waste sorting and recycling (Tidak memiliki pengetahuan tentang pemilahan dan daur ulang sampah) (5)
 - ☐ Lack of recycling facilities near to your location (Kurangnya fasilitas daur ulang di dekat lokasi Anda) (4)
 - ☐ Low reward from the recycling projects (Imbalan yang rendah dari proyek daur ulang) (2)
-

Q35 Do you know any domestic waste recycling project or facilities? (like green@community 綠在區區, recycling bin on the street)
(Apakah Anda mengetahui proyek atau fasilitas daur ulang limbah rumah tangga?
(seperti green@community, yaitu tempat sampah yang ada di jalan))

- ☐ Yes (Ya) (1)
- ☐ No (Tidak) (2)

End of Block: Part 3
