### **1. Employment Rights**

* **Minimum Allowable Wage (MAW):**Helpers must receive a minimum monthly wage (currently **HK$4,870 as of September 29, 2023**).
* **Food Provision:**Helpers are entitled to food free of charge or a food allowance of at least **HK$1,236 per month**.
* **Rest Days:**Helpers are entitled to **one rest day per week** (24 consecutive hours free from work).
* **Public Holidays:**After serving the same employer for three months, helpers are entitled to **statutory holidays** with pay.

### **2. Living Arrangements**

* **Right to Reside in Employer’s Home:**Helpers must live at the employer’s residence as stated in Clause 3 of the contract. Employers cannot require them to live elsewhere.
* **Adequate Accommodation:**The employer must provide suitable living conditions (e.g., separate room or reasonable privacy).

### **3. Work-Related Protections**

* **Domestic Duties Only:**Helpers can only be required to perform **domestic duties** as specified in the contract, such as:
  + Household chores
  + Cooking
  + Child-minding
  + Elderly care
* **Prohibition of Non-Domestic Work:**Helpers cannot be required to work for other employers or perform tasks outside domestic duties.

### **4. Termination Protections**

* **Notice Period or Payment in Lieu:**Either party must give **one month’s notice** or pay **one month’s wages** if ending the contract early, unless there’s just cause.
* **Early Termination Without Notice:**Helpers can terminate the contract without notice if:
  + They reasonably fear violence or disease.
  + They are subjected to ill-treatment.
  + They are permanently medically unfit for work after 5+ years of service.

### **5. Medical and Insurance Rights**

* **Medical Coverage:**Employers must pay for all medical expenses incurred during the helper’s employment.
* **Work Injury Compensation:**Helpers are covered under the Employees' Compensation Ordinance for injuries sustained during employment.

### **6. Privacy and Monitoring**

* Helpers have a right to privacy. Employers must follow guidelines from the Privacy Commissioner (PCPD), particularly for video monitoring, ensuring it respects the helper’s personal dignity.

### **7. Mobility and Travel**

* **Travel Abroad with Employer:**Helpers can accompany employers overseas by mutual consent. Employers should ensure adequate insurance coverage.

### **8. Protection from Exploitation**

* **Prohibition of Wage Deductions:**Employers cannot deduct wages for expenses like food, accommodation, or insurance.
* **Right to Legal Recourse:**Helpers can file complaints with the Labour Department or Labour Tribunal if their rights are violated.

### **9. Exemption from Statutory Minimum Wage (SMW)**

* Helpers living in their employer’s residence are exempt from SMW laws but are protected by the Minimum Allowable Wage rules.

### **10. Conditions of Stay**

* Helpers have the right to stay and work in Hong Kong under the terms of their employment contract but cannot engage in any non-domestic work or other employment.