### **Obligations of Employers**

1. **Employment Terms**
   * Ensure the helper resides and works in the employer’s residence as specified in Clause 3.
   * Engage the helper for domestic duties only, such as household chores, cooking, child-minding, or elderly care.
2. **Salary and Allowances**
   * Pay the **Minimum Allowable Wage** (currently HK$4,870/month as of September 29, 2023).
   * Provide food free of charge or a monthly food allowance (HK$1,236).
   * Avoid deductions from wages for any insurance-related costs.
3. **Medical Expenses**
   * Cover all medical fees and expenses incurred by the helper under Clause 9.
4. **Insurance**
   * Take out valid employee insurance covering injuries sustained at work as required by the Employees' Compensation Ordinance (ECO).
5. **Workplace Safety**
   * Ensure a safe working environment and avoid conduct that could endanger the helper, such as violence or ill-treatment.
6. **Travel Arrangements**
   * If the helper accompanies the family abroad, check insurance coverage and consider obtaining travel insurance for the helper.
7. **Early Termination**
   * Provide one month’s notice or pay one month’s wages in lieu of notice for early termination unless justified by serious misconduct.
8. **Privacy and Monitoring**
   * Adhere to privacy guidelines (e.g., video monitoring rules) as advised by the PCPD.
9. **Financial Capability**
   * Meet the minimum monthly household income requirement of HK$15,000 to employ a helper.
10. **Compliance with Immigration and Employment Laws**
    * Not require the helper to perform work for other households or engage in any other employment. Breaches can result in penalties for both the employer and the helper.

### **Obligations of Foreign Domestic Helpers**

1. **Residency and Work Location**
   * Reside at the employer’s residence as per the contract.
   * Work only at the designated address in the contract, except for incidental duties performed outside (e.g., grocery shopping, car washing).
2. **Domestic Duties**
   * Carry out duties outlined in the Standard Employment Contract, including household chores, cooking, child-minding, and elderly care.
3. **Restriction on Outside Employment**
   * Not engage in any other form of employment or work for other employers.
4. **Early Termination**
   * Provide one month’s notice or agree to payment in lieu of notice if terminating the contract early, unless justified by circumstances such as:
     + Fear of violence or disease.
     + Ill-treatment by the employer.
     + Permanent medical unfitness after 5+ years of employment.
5. **Legal Consequences of Breach**
   * Breaching the contract or conditions of stay may result in prosecution, deportation, or a ban on future employment in Hong Kong.

### **Key Additional Points**

* **Work-Related Injuries:** Employers are responsible for compensation under the ECO. Helpers can claim for accidents or occupational diseases arising from employment.
* **Insurance for Overseas Travel:** Helpers accompanying employers overseas should be covered by travel insurance as standard employee policies may not apply outside Hong Kong.