



Labour Department (Headquarters)

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31 December 2007

Clerk to the Manpower Panel
Legislative Council
8 Jackson Road
Central, Hong Kong
(Attn : Mrs Sharon TONG)
Fax : 2509 0775

Dear Mrs TONG,

Panel on Manpower

**Follow-up to meeting on 15 November 2007
and Items 9(a), (c) and (d) of the List of Follow-up Action**

I refer to your letter of 16 November 2007 to the Secretary for Labour and Welfare seeking our response to the motion concerning the Wage Protection Movement for cleaning workers and security guards ("WPM") and statutory minimum wage passed at the captioned meeting. I have been asked to reply on the Secretary's behalf.

As pointed out in the paper entitled "Mid-term Review of the Wage Protection Movement for Cleaning Workers and Security Guards" (Ref.: LC Paper No. CB(2)310/07-08(05)) ("the Mid-term Review paper") discussed at the meeting held on 15 November 2007, the said review has shown mixed results. The Labour Department ("LD") will continue to step up the promotion of the WPM in order to garner more support from different sectors of the community as well as identify possible areas for improvement to enhance the effectiveness of the Movement. A new publicity campaign including new TV and radio Announcements in the Public Interest has been launched since end-October 2007. Furthermore, a WPM publicity flyer will be sent together with the Demand for Rates and Government Rent in Q1 2008 so that all property owners/tenants (totalling over two million) would receive promotional materials directly. Publicity effort targeting owners' corporations ("OCs") would also be stepped up.

At the same time, notwithstanding that a decision on whether to legislate for a minimum wage would be made only in the light of the outcome of the overall review

scheduled for October 2008, the LD will study various issues which are relevant to both the continued implementation of the WPM and the introduction of a statutory minimum wage for cleaning workers and security guards so that no time would be lost in case the overall review indicates that the WPM has not been effective. Such issues may include, amongst other things, the definition of cleaning workers and security guards, treatment of disadvantaged groups, determination and review of the wage level and how best to deal with buildings which have yet to form OCs.

As stated in the 2007-08 Policy Address, if the overall review finds that the WPM fails to yield satisfactory results, the Administration will introduce a bill on a statutory minimum wage for security guards and cleaning workers as early as possible in the 2008-09 legislative session.

Separately, on Item 9(a) of the List of Follow-up Action (as at 14 December 2007), please be informed that from November 2006¹ to end-November 2007, there were 3 549 cleaning worker and security guard vacancies posted by the LD with wage levels having been increased to the relevant market averages. During the same period, 2 920 of such vacancies were declined as the employers concerned indicated inability to adjust the wage levels to the relevant market averages.

On Item 9(c) of the List, please note that in promoting the WPM, we have undertaken as a term of participation that no details of any individual enterprises / organisations would be disclosed to third parties. We have followed up on all the seven cases mentioned in the submission of the Hong Kong Buildings Management and Security Workers General Union, out of which six were not substantiated, whereas the remaining one was subsequently rectified. As at end-November 2007, we have inspected 714 entities and 139 service contractors. So far, a total of four entities (or less than 0.4% of the number of participants) have withdrawn from the Movement due to breach of participation conditions.

On Item 9(d) of the List, a breakdown of figures which reflects the distribution of the cleaning workers and security guards receiving wages not less than the relevant market averages of Q2 2006 is in the table under paragraph 18 of the Mid-term Review paper. An extract of that paragraph and elaboration thereon are at

----- **Annex.**

Yours faithfully,



(FONG Ngai)

for Commissioner for Labour

c.c. Administrative Assistant to Secretary for Labour and Welfare

¹ The first month when full-month figures were available after the launch of the WPM.

Paragraph 18 of “Mid-term Review of the Wage Protection Movement for Cleaning Workers and Security Guards” (Ref.: LC Paper No. CB(2) 310/07-08(05))

18. In Q2 2007, there was an increase in the percentage share (by two percentage points) and total number (by 7 600 workers or 9.5%) of workers who were receiving wages not less than the relevant market averages when comparing to the situation at Q2 2006.

Profile of wage distribution in Q2 2007

	Observations	Change over Q2 2006 (change in % share)
	<\$25	-800 (-2.0% pt)
Cleaning workers	\$25 - < \$30	+2 900 (+2.5 % pt)
	≥\$30	+300 (-0.4% pt)
	<\$25	-2 100 (-5.7% pt)
	\$25 - < \$30	+5 000 (+4.3 % pt)
Security guards	\$30 - < \$35	+3 400 (+3.4% pt)
	≥\$35	-1 400 (-2.0% pt)

Profile of wage distribution in Q2 2007 - Cleaning Workers

清潔工人的每小時工資率的分布¹ Distribution of hourly wage rate of cleaning workers¹

每小時工資率 Hourly wage rate	2006年第二季 Q2 2006		2007年第二季 Q2 2007	
	數目 No.	百分比 %	數目 No.	百分比 %
<\$25	50 500	51.2	49 600	49.1
\$25 - <\$30	18 500	18.8	21 500	21.3
\$30 - <\$40	19 500	19.8	19 800	19.6
≥ \$40	10 100	10.3	10 200	10.1
總計 Total	98 700	100.0	101 000	100.0
按季統計報告內所載的平均每小時工資率 Average hourly wage rate published in Quarterly Report	一般： General:	\$24.2 (2006年第二季) (Q2 2006)	一般： General:	\$24.2 (2006年第二季) (Q2 2006)
工資率相等於或高於按季統計報告內所載的數字的工人比例 Proportion of workers with wage rate equal to or above the figure in Quarterly Report	一般： General:	54.3%	一般： General:	54.2%

註釋：

1 基於清潔工數目計算。某些清潔工人可能同時有多於一份工資率不相同的清潔工。

Notes:

1 Based on employee-jobs. Some cleaning workers may have more than 1 cleaning job with different wage rates at the same time.

Profile of wage distribution in Q2 2007 - Security Guards

保安員的每小時工資率的分布 Distribution of hourly wage rate of security guards

每小時工資率 Hourly wage rate	2006年第二季 Q2 2006		2007年第二季 Q2 2007	
	數目 No.	百分比 %	數目 No.	百分比 %
<\$25	51 900	61.3	49 800	55.6
\$25 - <\$30	19 300	22.8	24 300	27.1
\$30 - <\$40	10 000	11.8	12 500	13.9
≥ \$40	3 600	4.2	3 000	3.4
總計 Total	84 700	100.0	89 700	100.0
按季統計報告內所載的平均每小時工資率 Average hourly wage rate published in Quarterly Report	整體: Overall:	\$26.1	整體: Overall:	\$26.1
	2 更制: 2-shift:	\$23.2	2 更制: 2-shift:	\$23.2
	3 更制: 3-shift:	\$30.6	3 更制: 3-shift:	\$30.6
	(2006年第二季) (Q2 2006)		(2006年第二季) (Q2 2006)	
工資率相等於或高於按季統計報告內所載的數字的工人比例 Proportion of workers with wage rate equal to or above the figure in Quarterly Report	整體: Overall:	31.4%	整體: Overall:	36.8%
	2 更制: 2-shift:	49.2%	2 更制: 2-shift:	54.4%
	3 更制: 3-shift:	15.2%	3 更制: 3-shift:	13.9%