

For information on
17 May 2007

LegCo Panel on Manpower

Progress of the Wage Protection Movement for Cleaning Workers and Security Guards

Introduction

The paper updates members on the progress of the Wage Protection Movement for cleaning workers and security guards (“WPM”).

Background

2. The WPM was launched in October 2006 after the Chief Executive’s announcement in his 2006-07 Policy Address. Under the movement, participating enterprises/organisations undertake to:
 - (a) pay their cleaning workers and security guards wages not lower than the relevant average market rates as published in the Census and Statistics Department’s Quarterly Report of Wage and Payroll Statistics; and
 - (b) enter into written employment contracts with these workers and compensate them suitably if they have to work beyond contractual hours.

To protect workers from being exploited in the course of subcontracting, the same requirements should apply to contractors and sub-contractors providing cleansing and guarding services to the participating entities.

Progress of the WPM

3. The WPM has been making headway after its launch in end-October 2006. With the concerted efforts from all sectors, 916 enterprises/organisations have pledged their support for the WPM in the last six months. They are from a wide cross-section of the business community, including chambers of commerce, employer groups and trade groups. A number of them are owners’ corporations (“OC”) or companies in property management/guarding services

and cleansing services. Others include entities from the tourism, entertainment, retail, banking, finance, manufacturing and transportation sectors. The list will be uploaded to the WPM dedicated website (<http://www.labour.gov.hk/eng/service/protection/index.htm>) on 14 May 2007.

4. According to the information provided by 777 (or about 85%) of participating entities, a total of 25 300 cleaning workers and security guards are being directly employed by these entities or by their cleansing and guarding services contractors and sub-contractors. We are seeking information from the remaining entities.

5. Together with the 30 000 cleaning workers and security guards who have benefited under the wage requirement applicable to service contractors of government departments, public bodies and other related bodies, we estimate at this stage a total of some 55 300 (i.e. 30%) such workers out of the some 190 000 cleaning workers and security guards receive wage protection.

The wage trend

6. As at December 2006 (the latest figures), the average wage rate for general cleaners was \$24.4 per hour (\$5,073 per month). As for security guards, depending on the pattern of shift worked, the average hourly rate ranged from \$23.7 to \$30.5 per hour (\$6,343 to \$6,941 per month). According to the statistics in the last three years, the wage levels of cleaning workers and security guards are on the rising trend. A graph summarising the average wage rates of these workers during Q4 2003 to Q4 2006 is at [Annex](#).

Publicity efforts on the WPM

7. The Labour Department (“LD”) will continue to promote the WPM through various means and secure the support of different sectors in the community.

8. The Department will continue to:

- (a) screen television and radio Announcements in the Public Interest through various media channels;
- (b) distribute leaflets and posters to different stakeholders; and
- (c) arrange outdoor advertisements by advertising on the body of tramcars and buses, as well as using roadside banners.

9. In addition, we will launch new publicity measures targeting property owners and OCs including:

- (a) disseminating publicity flyers with water bills to reach out direct to over two million property owners/tenants;
- (b) organising exhibitions at all nine Property Management Advisory Centres of the Hong Kong Housing Society across the territory and other roving exhibitions; and
- (c) taking the opportunities of the coming series of seminars on the Building Management (Amendment) Ordinance to brief representatives of OCs on the WPM.

LD would also send appeal letters to entities under the “Caring Company Scheme” of the Hong Kong Council of Social Service.

10. Members are invited to note the content of this paper.

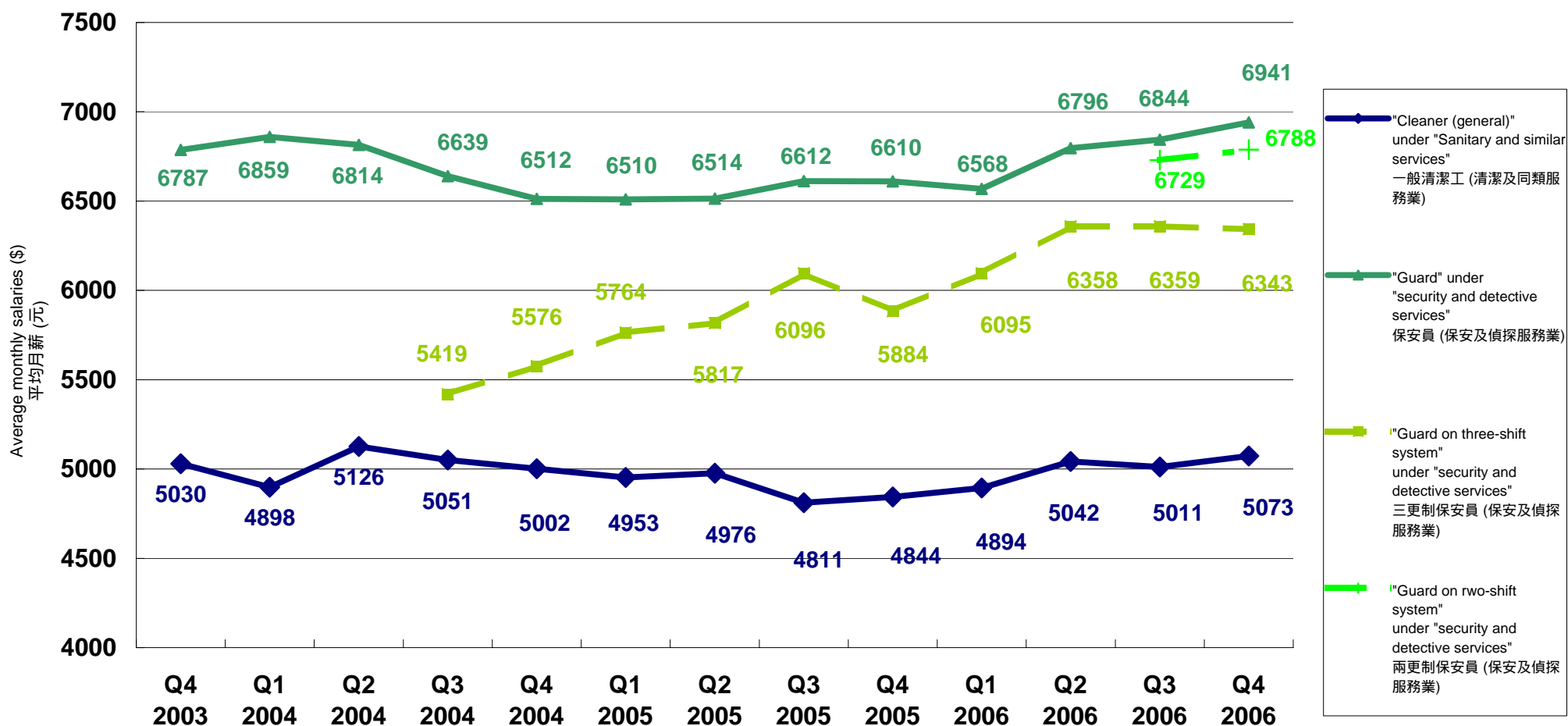
Economic Development and Labour Bureau
Labour Department
May 2007

Average Monthly Salaries of Cleaners and Security Guards

(Source: Census and Statistics Department's Quarterly Report of Wage and Payroll Statistics)

清潔工人及保安員的平均月薪

(資料來源：政府統計處的工資及薪金總額按季統計報告)



Average Hourly Salaries of Cleaners and Security Guards

(Source: Census and Statistics Department's Quarterly Report of Wage and Payroll Statistics)

清潔工人及保安員的平均時薪

(資料來源：政府統計處的工資及薪金總額按季統計報告)

