

For information on  
5 July 2007

## **LegCo Panel on Manpower**

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

#### **Introduction**

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

#### **Progress of the WPM**

2. The WPM has been making headway after its launch in end-October 2006. With the concerted efforts from all sectors, 955 enterprises/organisations have pledged their support for the WPM as at end-June 2007. 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 is available at the WPM dedicated website (<http://www.labour.gov.hk/eng/service/protection/index.htm>).

3. According to the information provided by 858 (or about 90%) of participating entities, a total of 29 000 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 and newly-joined entities.

4. 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 that at this stage a total of some 59 000 (i.e. 30%) such workers out of the 187 000-plus cleaning workers and security guards enjoy wage protection.

## **The wage trend**

5. As at March 2007 (the latest figures), the average wage rate for general cleaners was \$24.7 per hour (\$5,132 per month). As for security guards, depending on the pattern of shift worked, the average hourly rate ranged from \$23.5 to \$30.5 per hour (\$6,342 to \$6,970 per month). According to the statistics in the last three years, the wage levels of cleaning workers and security guards are generally on a rising trend. As compared with Q1 2006, the monthly average salaries for “cleaner (general)” under “sanitary and similar services” increased by about 5% in Q1 2007. A 6% increase was also recorded for “guard” under “security and detective services”. A graph summarising the average wage rates of these workers during Q1 2004 to Q1 2007 is at Annex.

## **Publicity efforts on the WPM**

6. The Labour Department (“LD”) will continue to promote the WPM vigorously through various means in an effort to secure the support of different sectors (especially employers and property owners) in the community.

7. To this end, 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.

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

- (a) disseminating publicity flyers with water bills in July to October this year 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.

## **The mid-term review**

9. The Labour Advisory Board (“LAB”) has already begun discussion on the mid-term review of the WPM, which is to be conducted in October 2007.

10. Similar to the mandatory wage arrangement for workers of Government outsourced service contractors, the WPM allows a transitional period for outsourced service contracts as it may be difficult to vary the conditions of existing contracts. The number of cleaners and security guards who benefit from wage protection will therefore gradually increase with the completion of the transition process.

11. Moreover, different data are subject to their inherent limitations. Therefore, different sets of data are required for a more comprehensive assessment of the progress of the WPM during the mid-term review.

12. Against the above background, the LAB has agreed that the following data should be collected for the mid-term review in October 2007:

- (a) number of cleaning workers and security guards receiving wages not lower than the relevant market averages in the market;
- (b) wage trends of cleaning workers and security guards in the market;
- (c) employment situation of cleaning workers and security guards in the market (such as the number of workers employed, their age and education profile);
- (d) number of entities participating in the WPM;
- (e) number of relevant job vacancies posted by the LD which wage levels have been increased to the relevant market averages; and
- (f) number of substantiated non-compliance cases under the WPM.

13. The LD is working with the Census and Statistics Department on items (a) to (c) above and will further consult LAB once all the latest data are available.

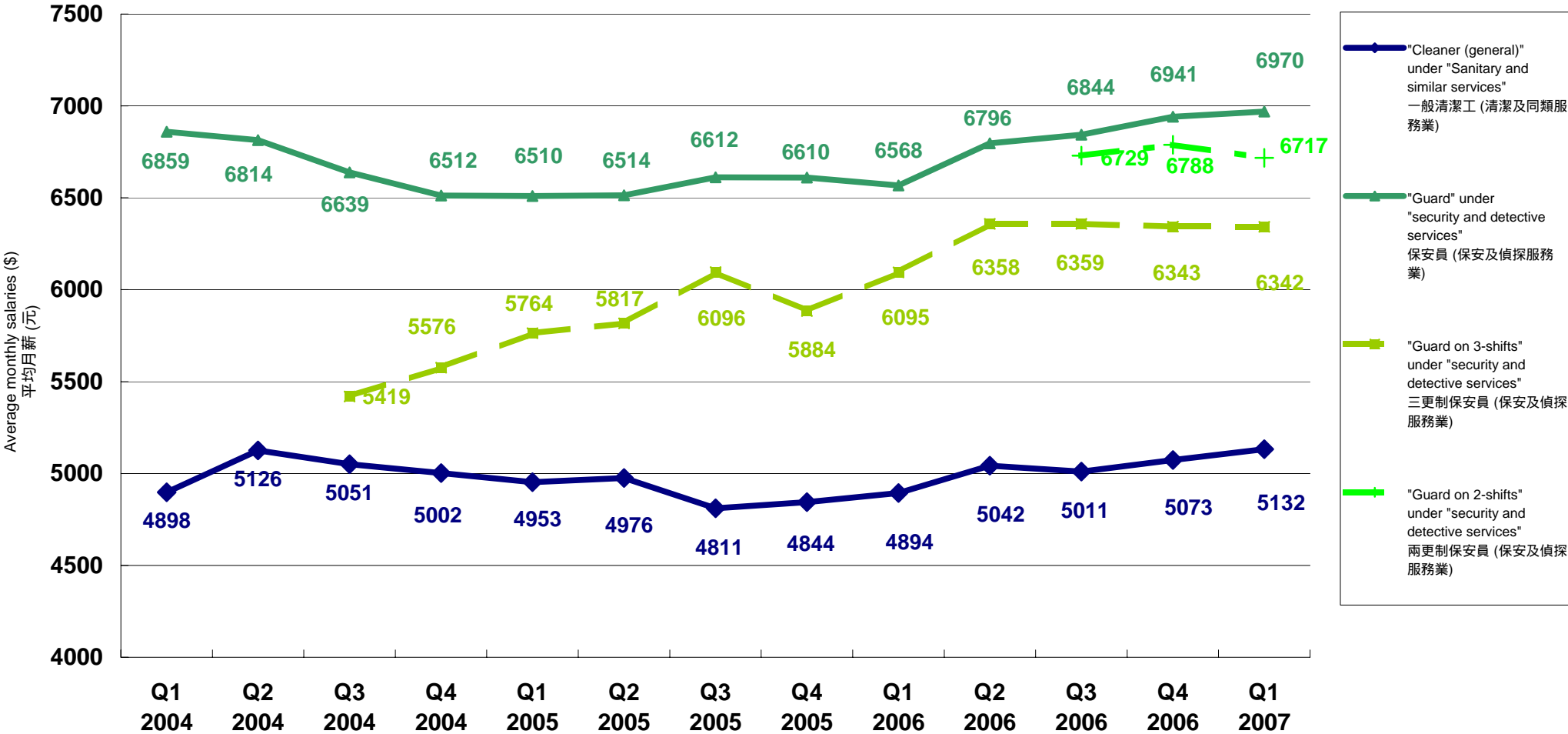
14. Members are invited to note the content of this paper.

### 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)

