

**Panel on Manpower**

**Enhancing the protection of non-skilled employees engaged by  
government service contractors-2019**

**By Nepalese Cleaning Workers Concern Group**

Nepalese Cleaning Workers Concern Group has met sub-contracting Nepalese workers who are generally considered as one of the most vulnerable groups in Hong Kong due to their wage level, monitoring system and typhoon policies.

**Living Wage**

November 2018, government announced that a record of more than 1.37 million of the city's 7.4 million people lived below the poverty line. The workers barely survive & the living standard isn't matched with the current Minimum Wage. The workers aren't making more than \$36.50/hour. Families living in subdivided units struggle with high rents, affecting their children's needs in learning and living. The statutory minimum wage hasn't been able to keep up with inflation and fails to take the basic needs of employees.

According to the Study by Oxfam and Chinese University, the "living wage" concept should be implemented which is 58% higher than the current minimum rate i.e. workers will be paid at least HK\$54.70 an hour to ensure a basic standard of living. This concept can help the government address the problem of working poverty as well as close the gap between the rich and poor to create a fairer society.

**Monitoring system**

The protection of employees working in hazardous environments is in need of safe working practices. The subcontractor responsibility has to bear more responsibility, such as work injuries. There is a need of penalty to subcontracting company if the case is not solved in Labor Department. The sub-contracting system lacks an understanding of their obligations and the health and safety issues of their processes. Therefore, we urge the Government to provide the essential needs of the workers to create a better working environment.

**Typhoon Policies**

On September 2018, during the typhoon Mangkhut, the Traffic conditions were chaotic. Some workers in market were called to work but were not sure whether there's extra allowance. The fear of bad reputation, the benefits and the loss of

long-term job has urged them to go to work. The workers were urged to show up at work with nothing to do during the typhoon. Since there's no work to do during typhoon, the workers should get day off rather than extra allowance.

**Recommendation on Policy**

1. The LIVING WAGE concept should be implemented in Hong Kong to alleviate the problem of working poverty.
2. The Government should increase the penalty of monitoring system of the sub-contracting companies that contravene the law.
3. The day off should be implemented rather than allowance during Typhoon No.8