

**The Working Situation of Security Guards
in Yau Tsim Mong District
Single-entrance buildings
- Questionnaire Research Report**

June 2011

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1. Introduction

1.1 Statement of the problem

Prompted by cases of local workers being paid excessively low wages, there have been calls for decades, notably from pro-labour groups, for the introduction of a statutory minimum wage (SMW) in Hong Kong. Based on the report of The Provisional Minimum Wage Commission (PMWC), in 2008, there were 34,620 enterprises falling within low paying sectors, which amounted to 18.4% of all enterprises in Hong Kong. These enterprises mainly include retail, restaurants, estate management, security and cleaning services (The Provisional Minimum Wage Commission, 2010).

Such individuals who work in the security sector were more heavily represented at the lower end of hourly wage distribution than those in all the other three low paying sectors. In 2008, Hong Kong Buildings Management and Security Workers General Union (HKBMSWGU) conducted a survey regard the salary level of the security guard in Hong Kong. According to the survey, the average hourly wage of security guard in Home Ownership Scheme estate was \$22.8 and the average hourly wage of security guard in private estate was \$24.3.

Furthermore, compare with other security guards, the situation of security guard in single private residential building was the worst. According to the survey conducted by HKBMSWGU in 2008, the average hourly wage of these security guards was only \$19.3 and near 70% security guards' hourly wage is below \$24 (Hong Kong Buildings Management and Security Workers General Union, 2008). Since their hourly wage is significantly lower the SMW level (\$28 per hour), the implementation of SMW will bring a larger increase in their salary. Also, for the employers of these security guards, the SMW means a big rise in the salary expenditure. Thus, there will be an incentive for the employers to seek some legal loopholes to avoid the responsibility of SMW. Therefore, the security guard in the single private residential building is chose as the research target.

1.2 Development of the proposed policy

The introduction of a SMW has been a subject of heated and protracted debate in Hong Kong. Those favoring SMW regard it as an instrument to protect workers from exploitation through forestalling wages from falling below a statutory floor and to encourage employment as well as enhance social harmony. Those holding the opposite view are concerned that SMW would undermine the flexibility of the labour market, jeopardize the employment opportunities of vulnerable workers and compromise the economic freedom and competitiveness of Hong Kong. Seeking a balance between these conflicting views, the Government initiated in 2006 a two-year voluntary Wage Protection Movement (WPM) for cleaning workers and security guards. The Government at the same time pledged that whether to introduce an SMW would hinge on the outcome of WPM.

As the voluntary WPM was considered to be ineffective, the Chief Executive announced in his Policy Address in October 2008 the introduction of an SMW. On 10 November 2010, a HK\$28 per hour rate was recommended by the Provisional Minimum Wage Commission and adopted by the Chief Executive-in-Council. Therefore, the new statutory minimum wage is expected to take effect from May 1, 2011.

Although the SMW law will be implemented on May 1, but whether SMW can help the low paid labour is still questionable. According to the guideline introduced by the government for the imminent minimum wage law, the meal breaks and rest days are not required to be paid for under the law. The Labour and Welfare Bureau stressed it was up to employers and employees to reach agreement. However, unionist legislator Lee Cheuk-yan said the guideline appeared to favour employers. It is like teaching employers to cancel payment for meal breaks and rest days, so that they can deprive workers legally, Lee said (South China Morning Post, 2011).

Besides the payment for meal breaks and rest days, the labour unions also fear that some immoral employers may use various strategies to exploit the new law. Recently, there is a news reports how a property management company exploit the security guards to save the money. The New City Property Management has sacked around 200 security guards and rehired them on February 28. Although the guards will get their jobs back, the Buildings Management and Security Workers General Union said the aim was to reduce long-service payments to which they may be entitled in future (South China Morning Post, 2011). The situation in the single private residential building may be worse, expected by the organizing secretary of Hong Kong

Confederation of Trade Unions.

2. Literature review

In 2008, the Hong Kong Buildings Management and Security Workers General Union conducted a survey about the working situation of security guard in Hong Kong. In that survey, there were 322 security guards from different districts in Hong Kong were interviewed. According to the data collected from the respondents, the union found three main problems these security guards were facing. Firstly, the salary of the security guard was excessive low. There were near 70% respondents earning less than HK\$24 per hour. Moreover, the worst case was only HK\$17.5 per hour. Secondly, most security guards had the long working hours. Without counting the government outsourced security guards, more than 90% security guards worked 12 hours per day in private market. Finally, the survey shows that near 80% security guards did not get an increase of salary in past two years. Even some of them got an increase of salary, but the percentage of salary increase was low than the inflation rate. It means that their real income was decreasing.

Another survey regard security guard was conducted by the Federation of Hong Kong & Kowloon Labour Unions in 2010. That survey aims to understand how the long working hours affect the relationship between security guard and their family members. According to the survey, there were 38% respondents felt that their relationship with family members is general, and 41% respondents felt alienated from their family members. Moreover, near 60% respondents thought that the long working hours make them difficult to communicate with their family members. On the other hand, after the cross-analysis of working year and family relationship, it shows that the security guard have longer working years, their relationship with the family member is more alienated.

3. Objectives of the study

One of the objectives of this study is to understand the working situation of the security guards in the single private residential building in Hong Kong. According to the survey conducted by HKBMSWGU in 2008, most security guards were facing the problem of long working hours with the low salary. Through the comparison with the

data collected in this study, we can know whether the situation has been improved or not.

The SMW regard it as an instrument to protect workers from exploitation through excessive low salary. Therefore, the second objective is to measure the effectiveness of Statutory Minimum Wage on these security guards in single private residential building, especially the change of salary level. Whether the security guards can be benefited from the increase of hourly wage or remain the same by some insidious means that the employers used.

Although the SMW law will be implemented on May 1, the SMW is totally new to Hong Kong. There are still some unclear terms in this law such as the meal breaks and employment terms (Wen Wei Po, 2011). On the other hand, there is no specific monitoring mechanism for the implementation of SMW. Therefore, this study will try to find out whether there are some legal loopholes that allow the employers to exploit the security guards and ignore the law.

Finally, this study is expected to provide the data and cases for the organization for policy research and advocacy. Moreover, we also want to provide the information to the research target, such as the information about employment law and SMW, in order to enhance these security guards' understanding of their rights and benefits.

4. Definition of terms

“A single private residential building” means an independent structure that (a) covered by a roof and enclosed by walls extending from the foundation to the roof, and (b) used substantially for private residential purpose; and (c) with only one main access point (Legislative Council, 2003).

“Security guards” are those responsible for guarding a building and conducting patrols to prevent fire, burglary or trespassing. It does NOT include such jobs as hotel security officers, doormen, armed security guards, cash escort guards, airport security guards, bodyguards, etc. (Legislative Council Panel on Manpower, 2008).

5. Theoretical Framework

Social exclusion is a multidimensional process of progressive social rupture, detaching groups and individuals from social relations and institutions and preventing them from full participation in the normal, normatively prescribed activities of the society in which they live (Hilary Silver, 2007).

Marginal workers refer to the persons who are unemployed, or underemployed, or low-paid below half of the median income. They are the most deprived workers lacking any protection of their right. Also, they are vulnerable socio—economically with no bargaining power. Therefore, they work for long hours, with very low pay, uncompensated over-time work, appalling working conditions and under strict surveillance (Oxfam, 2001). The security guards can be seen as the marginal workers because most of them earn less than half of the median income in Hong Kong.

Marginal worker is not only the poverty problem but also a phenomenon of social exclusion. This is not an individual defect or misfortune, but the structure and system of the society causes the phenomenon. Under the de-industrialization and lack effective labour policies, some Hong Kong labours are downward mobilizing in the society. Upon decrease of income and stability in the job, these marginal workers can only engage in these marginal jobs such as the low skill and low pay jobs (Oxfam, 2001). These marginal workers such as the security guards not only lack the protection of employment law, but also loss the social life. According to the survey conducted by Federation of Hong Kong & Kowloon Labour Unions in 2010, most security guards felt that their relationship with the children is alienated. It is because these security guards have to work for a long period and lack the time to communicate with their family members (The Federation of Hong Kong & Kowloon Labour Unions, 2010).

6. Methodology

6.1. Research design

In this study, the data is collected mainly by the survey research. The questionnaires had been designed for sample of the respondents. There are 3 sets of question in the questionnaire to collect different information (refer to appendix 1). The first set of questions is about research targets' cognition to SMW. The second set of questions

aim to understand their working condition such as whether their hourly wage is higher or lower the SMW. The last set of questions would ask them some personal views and opinions to their career. Finally, the personal information has been collected after finish the questions. Also, the contact information was collected for purpose of follow up.

6.2. Population and sampling

The population of this research is all of the security guards of single private residential building in Yau Tsim Mong District. Since there was no satisfactory sampling frame for the whole sample exists, the geographical cluster sampling had been adopted for the lower administration cost. The Yau Tsim Mong District had been divided into three areas include Yau Ma Tei, Tsim Sha Tsui and Mong Kok. The sampling was chose from each area.

6.3. Process of data collection

In April, there were two pilot interviews were conducted to test the questionnaire. Base on the pilot interviews, I had modified the questionnaire, mainly the wording of the questions. Then data collection was taken place between May 1 and May 20, 2011. The interviewer was me. In order to get the clear data, the interview was conducted by Cantonese and the questionnaire was filled by the interviewer. After the interview, there was a leaflet regard calculation of SMW was distributed to the interviewee.

7. Findings

7.1. Demographic profile of the respondents

Sex

Of the 100 respondents, 92% of the respondents were male while 8% were female.

Table 1

	Frequency	Percent
Male	92	92
Female	8	8

Total	100	100
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Age

The respondents were categorized into 4 groups for analysis. In terms of age, a highest proportion (67%) of respondents fall into the age category of 60 - < 75, while 23.4% of the respondents fall into the age category of 55 - <65.

Table 2

	Frequency	Percent
Less than 55	4	4
55 - <65	23	23
65 - <75	67	67
75 or above	4	4
Missing	2	2
Total	100	100

Educational attainment

A higher proportion (53%) of the respondents' educational attainment is of primary school or below, while only 8% of the respondents have the college or above level.

Table 3

	Frequency	Percent
Primary school or below	53	53
Lower secondary school	23	23
Upper secondary school	13	13
College or above	8	8
Missing	3	3
	100	100

7.2. Respondents' awareness of statutory minimum wage

Q1. Whether employer paying lower than HK\$28 per hour is illegal?

Most respondents (97%) were aware that paying lower than HK\$28 per hour is illegal, while only 3% of respondents did not know it.

Table 4

	Frequency	Percent
Yes	97	97
No	0	0
Unknown	3	3
Missing	0	0
	100	100

Q2. Whether the rest day is required to be paid for under the statutory minimum wage ordinance?

Most respondents (71%) were aware the statutory minimum wage ordinance does not stipulate that an employer must provide paid rest days to its employees.

Table 5

	Frequency	Percent
Yes	7	7
No	71	71
Unknown	19	19
Missing	3	3
	100	100

Q3. Do you know how to calculate the working hours under the statutory minimum wage ordinance?

Nearly half of respondents (47%) did not know how to calculate the working hours under the statutory minimum wage ordinance.

Table 6

	Frequency	Percent
Yes	47	47
No	47	47
Missing	6	6

	100	100
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Q4. How difficult you think about the calculation of minimum wage?

In the calculation of minimum wage, the majority of respondents (33%) expressed that it is difficult to calculate and 9% of them think it is very difficult. Only 14% or 10% of them think it is simple / very simple to calculate the minimum wage.

Table 7

	Frequency	Percent
Very simple	10	10
Simple	14	14
Neutral	29	29
Difficult	33	33
Very difficult	12	12
Missing	2	2
	100	100

7.3. Working situation of the respondents

Q5. How long have you been working for this position?

Most respondents (80%) have been working in the present position for 12 months or above. Only 8% of them were engaged for less than 3 months.

Table 8

	Frequency	Percent
Less than 3 months	8	8
3 to less than 6 months	3	3
6 to less than 9 months	5	5
9 to less than 12 months	2	2
12 months or above	80	80
Missing	2	2

Q6. What is your job nature?

Among the 100 respondents, 88% of them were working full-time, only 12% of them are the replacement workers.

Table 9

	Frequency	Percent
Full-time	88	88
Part-time	0	0
Replacement worker	12	12
Other	0	0
Missing	0	0
	100	100

The average hour wage

The salary of respondents was expressed in hourly basis and re-categorized into 4 groups for further analysis. Among the respondents, the hourly wage of most respondents (73%) was equal or more than \$28. Also there are 24 respondents who had not signed a new contract of them were getting less \$28. There were only 3 respondents who had signed a new contract were suspected getting less than \$28 per hour.

Table 10

	Frequency	Percent
More or equal to \$28	73	73
Less than \$28 without new contract		
Received the notice of wage increase	8	8
Without the any notice	16	16
Less than \$28 (suspected) with new contract	3	3
	100	100

Q8. How many days you work per week?

In terms of the working days per week of the respondents, a relatively higher proportion (82%) of respondents falls into the category of 7 days.

Table 11

	Frequency	Percent
Less than 6 days	6	6
6 days	82	82
7days	0	0
Other	12	12
Missing	0	0
	100	100

Q9. How many hours you work per working day?

In terms of the working hours per day of the respondents, a relatively higher proportion (63%) of respondents work 12 hours or above per day, followed by 8 to less than 10 hours (20%).

Table 12

	Frequency	Percent
Less than 8 hours	8	8
8 to less than 10 hours	20	20
10 to less than 12 hours	8	8
12 hours or above	63	63
Other	1	1
	100	100

Q10. How many hours you go out for the meal each working day?

For the meal break, most of the respondents (70%) can go out from working location for 1 hour. However, nearly one-fourth (23%) of them can't go out for the meal break.

Table 13

	Frequency	Percent
0 hour	23	23
0 to Less than 1 hour	5	5
1 hour	70	70
More than 1 hour	2	2
	100	100

Q11. Who is your employer?

Among these respondents, 70% of them were employed by the security guard company while 28% were employed by the owners' corporation.

Table 14

	Frequency	Percent
Owners' corporation	28	28
Security guard company	70	70
Other	2	2
Missing	0	0
	100	100

7.4. New arrangement of employment contract and bargaining power of respondents

Q12. Whether your employer has changed the employment contract because the statutory minimum wage?

Among these respondents, 71% of them have changed the employment contract with their employer while 27% have no change.

Table 15

	Frequency	Percent
Yes	71	71
No	27	27
Missing	2	2
	100	100

Q13. What are the changes?

Regard the changes of employment contract, most respondents (94.37%) expressed their wage has been increased. However, there were 88.73% of respondents expressed their paid rest days was canceled and 71.83% of them expressed the paid meal breaks

was canceled.

Table 16

	Frequency	Valid percent
Increase in wage	67	94.37
Change to hourly basis wage	53	74.65
Change to daily basis wage	4	5.63
Reduction of working hour	27	38.03
Terminate working years and renew contract	17	23.94
Cancellation of paid rest days	63	88.73
Cancellation of paid meal breaks	51	71.83
Cancellation of bonus	3	4.22
Cancellation of subsidy	3	4.22
Other	24	33.80
Missing	0	0

Remarks: Respondents could have more than 1 answer.

Q14. Whether your employer has changed the employment contract for your colleagues?

Nearly half of respondents (49%) expressed that their colleagues have the same arrangement with them, and 23% of them expressed they don't have colleague.

Table 17

	Frequency	Percent
No	8	8
No colleague	23	23
Same arrangement with me	49	49
Layoff	2	2
Other	2	2
Unknown / Missing	16	16
	100	100

Q15. As you know, is there any other measure will be implemented for the statutory minimum wage?

A majority of respondents (85%) expressed there is no other measure will be implemented for the statutory minimum wage.

Table 18

	Frequency	Percent
Yes	9	9
No	85	85
Unknown	6	6
Missing	0	0
	100	100

Q16. Why do you continue in the present job?

When respondents were asked why they still continue in their present job, a majority of respondents (88.88%) expressed that they don't want to lose the job, followed by 29.63% who think their present salary level is acceptable.

Table 19

	Frequency	Valid percent
The present salary level is acceptable	8	29.63
Do not want to lose their jobs	24	88.88
Other	2	7.41
Missing	0	0

Remarks: Respondents could have more than 1 answer.

Q17. In the deliberation of remuneration, how much bargaining power do you have?

In the deliberation of remuneration, the majority of respondents (83%) expressed that they have no bargaining power and 9% of them think they have less bargaining power. Only 4% or 1% of them think(s) they have more / absolute bargaining power in the deliberation of remuneration.

Table 20

	Frequency	Percent
No bargaining power	83	83
Less bargaining power	9	9

Neutral	3	3
More bargaining power	4	4
Absolute bargaining power	1	1
	100	100

Q18. Besides the present job, can you find another job within 3 months?

Table 21

A majority of respondents (84%) think they can't find another job within 3 months, while only 16% of them think they can.

	Frequency	Percent
Can't	84	84
Can	16	16
Missing	0	0
	100	100

Q19. Why do you think you can't find another job?

Among these respondents who can't find another job, all of them (100%) think older age is the reason why they can find another job, followed by 30.95% of respondent chose the lower educational attainment as another reason.

Table 22

	Frequency	Valid percent
Lack of skill	5	5.95
Lower educational attainment	26	30.95
Older	84	100
Other	3	3.57
Missing	0	0

Remarks: Respondents could have more than 1 answer.

8. Discussion and analysis of the findings

8.1. Complexity of calculation of statutory minimum wage

Findings in the study clearly show that the calculation of statutory minimum wage is complex for the workers, especially the security guard in the single private residential building. Based on the data of the survey, nearly half of security guards (47%) were not aware how to calculate the working hours under the statutory minimum wage ordinance. Moreover, there are 45% of the respondents expressed that it is difficult or very difficult for them to calculate the minimum wage. Besides the security guards, some owners' corporation of private residential building might not have known enough about the new law. According to the survey conducted by the Democratic Alliance for the Betterment and Progress of Hong Kong, there are 85% owners' corporation think the support from the Labour Department is not enough, and 21% owners' corporations are not clear about the guideline of minimum wage law (Wen Wei Po, 2011).

8.2. Grey areas of the law

As minimum wage ordinance came into effect on 1 May 2011, according to data of this survey, most (73%) security guards have signed a new contract and their hourly wage has been increased. In certain extent, it reflects that minimum wage can help the low-income workers to get a reasonable remuneration. However, there are still some grey areas of the law exist, such as it remains unclear whether meal breaks should count as work hours. Some have criticized the government for leaving such problems unsolved that employers may easily take advantage of loopholes in the legislation. Based on the data of this survey, among these security guards who have signed a new contract, there were 88.73% of security guards expressed their paid rest days was canceled and 71.83% of them expressed the paid meal breaks was canceled. As a result, these grey areas of law have reduced the effectiveness of SMW in terms of increasing the income level.

8.3. Loss of bargaining power

Compare with other industries in Hong Kong, security guards are often considered as having the least bargaining power and most prone to exploitation. Base on the data of this survey, 83% security guards expressed that they have no bargaining power to negotiate to the employers. Moreover, most (84%) security guards think they can't find another job within 3 months. When these security guards were asked why they

can't find another job, all of them (100%) think the older age is one of the reasons, followed by nearly 30% of security guards chose the lower educational attainment as another reason. Furthermore, the worse thing is that more and more young people are will to engage in the security guard industry after the implementation of SMW. As some vocation training institutions mentioned, among these persons who taking the security guard course, the young people have increased by 30% (Sing Tao Daily, 2011). Therefore, the bargaining power of these security guards will be undermined further in the future.

8.4. Marginal trap

It is clear that these security guards can be considered as the marginal workers since they are the vulnerable group in labour market with no bargaining power. Once they fall into the marginal sector, there are very few, if not none, upward mobility chances for them to become the main stream labour again (Oxfam, 2001). As more and more young people move in security industry, these older security guards have higher risk being further marginalized or even lose the job. As the result, they will be moving between the marginal labour market or fall into the government social security system - Comprehensive Social Security Assistance (CSSA) Scheme to maintain a minimum level of subsistence. The marginal labour market is in effect a market "trap". It is difficult for workers to escape from it.

9. Recommendations and alternative policies

Workers should be fairly rewarded so they can support themselves and share in the fruits of economic development. This is essential in a fair society and the cornerstone of sustainable development. The objective of minimum wage legislation is to ensure that the least advantaged workers have a decent wage. If low-paid workers receive no pay increase as a result of the legislation, or are even worse off than before due to unfair practices, this violates the spirit of the minimum wage. I recommend:

9.1 Clarify the ordinance

It is appreciated that the Labour Department launches the Minimum Wage Calculator to help employers and employees accurately compute the salary. However, as some labour unions criticized, the formula of calculation is complicated and it is difficult

for the grass-root workers to use the system (Ming Pao, 2011). Therefore, to let the employers and employees be clear about ordinance, the government should solve the problem from the root. The government should fine-tune the ordinance and define clearly if workers should be paid for meal breaks and rest day. The principle is that employee should be worse off due to the implementation of minimum wage. If employee was enjoying paid meal break and rest day in the past, employer should not exploit these benefits after the implementation of minimum wage. Also, it should already have done more in the area of education, because some employers and employees may not be clear about their rights and whether they are being cheated.

9.2 Enhance the monitoring and regular review of the law

As the time past, various measures adopted by employers to offset the statutory minimum wage will be increasingly common. The situation is likely to get worse once the economy becomes poor and workers need jobs badly. Therefore, the government should enhance the monitoring and investigation. On the other hand, most security guards had signed a new contract and some of them even received the long service payment. But they are still employed by the same employers. The Employment Ordinance does not clearly state whether the years of work would be terminated under above situation. Therefore, once the employee retires or being layoff, the employee's benefit may be underestimated. Thus, the government should explore the feasibility of revising the Employment Ordinance to close legal loopholes that allow violations of the spirit and purpose of introducing the minimum wage.

9.3 Universal pension scheme

Most security guards in single private residential building have entered the age of retirement. However, they still have to work because most of them are the economic pillar of their family. In the future, these security guards have the high risk of being laid off since more and more young people will engage in this industry. As these security guards being further marginalized, they can only fall into the social security system – CSSA finally. To protect the life of these security guards and avoid the stigma effect of CSSA, it is worthwhile for the government to consider the feasibility of retirement scheme such as the Universal Pension Scheme.

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Appendix

天主教勞工中心(九龍) 單幢式住宅保安員工作待遇調查問卷

你好！本人是 天主教勞工中心(九龍)的實習學生。本中心現正進行一項關於單幢式住宅保安員工作待遇的調查。懇請閣下花幾分鐘時間回答以下的問題。這是一份不記名的問卷，一切資料經電腦處理後會予以銷毀，絕對保密。

<< 甲部 >>

1. 以你現時所知，僱主如支付低於 28 元時薪，是否屬於犯法行為？
 是 否 不知道 拒答
2. 以你現時所知，在最低工資條例下，休息日是否一定享有薪酬？
 是 否 不知道 拒答
3. 你是否懂得計算最低工資條例下的工作時數？
 是 否 拒答
4. 你認為最低工資的計算複雜嗎？(1-5 分，1 分為很簡單，5 分為很複雜)
 ____分 拒答

<< 乙部 >>

5. 你在現時的工作崗位工作了多久？
 ____年 ____月 ____日 拒答
6. 你的現時的工作性質屬於 全職 兼職 替工 其他 ____ 拒答
7. 你現時的薪金是
 月薪____ 日薪____ 時薪____ 拒答
8. 你每星期工作多少天？
 6 天 7 天 其他: ____天 拒答
9. 你每個工作天的工作時數是多少？
 12 小時 10 小時 8 小時 其他: ____小時 拒答
10. 你每個工作天外出用膳的時數是多少？
 0 小時 1 小時 其他: ____小時 拒答
11. 你現時的僱主是誰？
 業主立案法團 保安公司:____ 其他:____ 拒答

<< 丙部 >>

12. 就最低工資的實施，你的僱主有否與你更改僱傭合約？
 有 沒有(跳至第 14 題) 拒答
13. 承上題，如何更改?(可選擇多項)
 加薪 轉為時薪制 轉為日薪制 縮減工時
 終止年資後再聘用 取消有薪休息日 取消有薪用膳時間
 取消勤工獎 取消津貼 其他_____ 拒答
14. 你的另一更同事有沒有因為最低工資的實施而出現新的安排？
 沒有 只有一更 同上題答案 被裁 其他_____ 拒答
15. 就你現時所得到的消息，僱主將會有什麼新的安排來應對最低工資？
 有: _____ 沒有 不知道 拒答
- **如受訪者現時的時薪低於 28 元則進入第 16 題，否則直接跳至第 17 題****
16. 你為什麼繼續從事現時工作?(可選擇多項)
 現時的薪酬水平仍可接受 不想失去工作 其他_____ 拒答
17. 在商議薪酬待遇時，你認為你有多大的還價能力?(1-5 分，1 分為沒有還價能力，5 分為擁有絕對的還價能力)
 _____分 拒答
18. 除了現時的工作，你認為你能於三個月內找到另一份工作嗎？
 不能 能 (跳至個人資料部分) 拒答
19. 為什麼你認為你不能找到另一的工作?(可選擇多項)
 缺乏技能 學歷低 年記大 其他 _____ 拒答

<< 個人資料 >>

性別

男 女

年齡: _____歲

教育程度

小學或以下 中一至中三 中四至中七 大專或以上

全卷完，多謝合作

Research Team

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