



ECMA

環保工程商會

Pros and Cons of Standard Working Hours

After the “Report of the Policy Study on Standard Working Hours” (SWH) was released by the Labour Department in November 2012, the Government set up the Standard Working Hours Committee (SWHC) in April 2013 to actively promote and study the related policy issues. There has been hot debates in the community on whether SWH should be the subject of legislation. ECMA considers that SWH will do more harms than good and a summary of the pros and cons are listed below.

1. Safeguarding employees’ occupational safety and health?

Those in favour believe that setting up a reasonable working hours limit or a maximum working hours limit would reduce the risk of accidents arising from fatigue as a result of working long hours. Accordingly, employees’ occupational safety and health would be safeguarded.

In fact, current occupational safety and health laws and measures have been able to effectively meet the objectives of safeguarding employees’ occupational safety and health based on the actual operational conditions of different industries. The length of working hours is not the deciding factor of occupational safety and health. A simple SWH regime is not a panacea. It is impractical to use it to regulate or restrict the operational modes and patterns of very different industries, work categories and working environments which require different levels of physical and mental strength.

2. Promoting work-life balance?

Advocates of SWH stress that with SWH employees may have more time for family care, social gatherings and leisure activities, etc. This would help employees achieve a better work-life balance, reduce family and social problems, and foster social harmony.

However, the issue of long working hours may relate to economic structure, the labour market, and social and cultural factors, hence regulating working hours may not substantially reduce actual working hours. Hong Kong’s past success stems from the hard-working and flexible “Lion Rock Spirit”. As everyone’s attitude to lifestyle and work-rest mode is different from others, it is not possible to impose an unitary so-called “SWH” on millions of people.

A worker working on a 10-hour shift daily is able to make ends meet and has 14 hours on hand to allocate to his own life and family activities. SWH will limit him to work only 8 hours a day. As such, he will be short of 2-hours’ income and unable to make ends meet. He may have to try every means to also work on a part-time job for another organization to make up the shortage. In this way, the worker has to spend more time and money on travelling to work. The result is contrary to the original intention of the SWH policy advocates.

EDITORIAL BOARD

Chairperson:

Mr. Cheng Ping Wai

Members:

Miss Catherine Yan, Ms. Winnie Koo, Miss Bessie Lo

Article Contributors:

Mr. Kelvin Cheng, Mr. Madison Tang, Miss Catherine Yan

Photo Contributors:

Mr. Kelvin Cheng, Mr. Henry Wong

編輯小組

主席:

鄭炳煒先生

組員:

甄瑞嫻小姐、顧慧儀女士、盧貝詩小姐

文章提供:

鄭永堅先生、鄧永漢先生、甄瑞嫻小姐

相片提供:

鄭永堅先生、王雨軒先生

3. Creating employment opportunities?

Government officials claim that following regulation of working hours, employers may need to raise their headcounts, in particular part-time or casual posts. The shorter work durations and greater flexibility of these posts may attract more housewives and the elderly to join the labour market, thereby increasing the labour force participation rate and labour supply.

The fact is: SWH can only re-allocate the 4 posts of 10-hour shifts originally occupied by 4 workers to a fifth worker, making each one of the 5 workers “share” 5 posts of 8-hour shifts. It does not actually “create” jobs.

Implementation of a SWH regime will reduce labour supply. Coupled with an ageing population, it will worsen the labour shortage situation, weaken Hong Kong’s overall competitiveness and affect long-term economic development.



4. Reducing uncompensated overtime work?

The labour and welfare sectors reckon that by providing reasonable compensation for employees’ overtime work, SWH may help enhance staff morale.

However, when facing increased labour costs, employers may reduce full-time posts of longer working hours and resort to employment of more part-timers or casual workers, resulting in fragmentation of work. Employers may also try to substitute labour with machinery. As such, employees may find themselves working shorter hours and receiving less income, particularly for lower-skilled workers in elementary occupations.

5. Increasing businesses’ operational expenses

The great bulk of enterprises in Hong Kong are SMEs which employ about half of the working population. Owing to their relatively limited financial and manpower resources, regulating working hours will increase the labour costs of SMEs. Employers will transfer additional costs arising from implementation of a SWH regime to their customers, causing inflation to increase and eventually affecting the purchasing power of the grassroots. Some of the SMEs may be forced to close down, thereby affecting Hong Kong’s economy.

6. Impact on operational flexibility of businesses

The services sector is a pillar industry of Hong Kong and some of its employees need to work longer hours for operational needs. Regulating working hours may affect the operational flexibility of businesses, in particular those of the services sector.

標準工時的利與弊

《標準工時政策研究報告》於 2012 年 11 月由勞工處發表後，政府於 2013 年 4 月成立標準工時委員會，積極推廣和研究有關政策，社會上亦在熱議【標準工時】應否立法一事，正反方論點摘要如下，環保工程商會認為弊多於利。

1. 保障職業安全和健康？

正方強調透過訂立合理的標準工時限制及 / 或最高工時上限，有助減少因長時間工作疲勞而發生意外的機會，保障僱員的職業安全和健康。

其實，香港現有的職業安全健康條例和措施，基本上都已能有效地針對不同行業的實際操作情況，達到維護職業安全與健康的目的。工時的長短並非職安健的最主要決定因素；一個簡單的「標準工時」更非「萬應靈丹」。用它來規範、限制對體力和精神有不同程度要求的各個行業、工種和工作環境的運作模式和規律，不切實際。

2. 促進工作與生活平衡？

倡議【標準工時】立法者認為僱員可有更多時間用於照顧家庭、社交、消閒減壓等，達致工作與生活平衡，有助減少家庭及社會問題，促進社會和諧。

探究長工時問題，涉及經濟結構、勞工市場以至社會及文化因素，規管工時未必可以大幅縮減僱員的實際工時。

香港過去的成功，端賴拼搏、靈活的「獅子山下的精神」。每個人對生活的要求和作息模式各有不同，不可能以單一的所謂「標準工時」強加於數百萬人的身上。

原本一個工人在一個工作崗位每日工作 10 小時以賺取足夠工資養家，還有 14 小時支配其他生活和家庭活動。「標準工時」卻限制他只准工作 8 小時，他因此少了 2 小時的工作收入，不足養家，他要不坐以待斃，就唯有想盡辦法去其他機構或地方做多一份兼職以補足。這樣，只苦了工人舟車勞頓、又多付交通時間和車資。原意為工人健康和家庭和諧著想的政策，結果只會適得其反。

3. 創造就業機會？

政府表示規管工時後，僱主或需聘請更多人手，尤其是兼職及臨時職位。由於這些職位的工作時間及日數一般較短及較有彈性，或會吸引全職主婦及年長人士投入勞動市場，提高勞動人口參與率，增加勞工供應。

實情是：「標準工時」只能將原本由四名工人各自負責的每日 10 小時的四個職位分給第五名工人，每人「共享」每日 8 小時的五個職位，並不能真正「創造」職位。

實施工時制度將會降低勞工供應，再加上人口老化，加劇勞工短缺情況，削弱整體競爭力，影響長遠經濟發展。

4. 減少無償加班？

勞福界認為「標準工時」使僱員可就超時工作得到合理補償，有助提升員工士氣。

但是，面對成本上升，僱主會減少工時較長的全職職位，以避免加班費支出，轉為聘用更多兼職工或散工，令工作零散化。同時亦會設法採用機械化工序代替人手。僱員收入反而會隨工時減少而下降，尤以從事基層職位的較低技術工人較受影響。

5. 企業經營成本增加

香港以中小型企業為主，其僱員佔本港總就業人數近一半。中小型企業財政和人力資源有限，規管工時將會增加勞工成本，僱主勢必將推行工時制度所引致的額外成本轉嫁至消費者，引致通脹加劇，影響基層購買力。而部分企業可能被迫結業，影響香港整體經濟情況。

6. 影響企業靈活運作

服務業為本港的主要產業，出於營運需要，部分僱員需工作較長時間，但規管工時定必影響企業的靈活運作，尤其是服務業。

It's High Time the "Blueprint for Sustainable Use of Resources" was Implemented

LEGCO's Financial Subcommittee failed to deal with a huge backlog of fund requests before the summer break due to filibustering by a group of lawmakers in July. One of the fund requests is the "Three Landfills extension and the development of the Integrated Waste Management Facilities" (the incinerator at Shek Kwu Chau). The LEGCO has also postponed the funds approval for the Environmental Bureau's request to build an Organic Waste Treatment Facility at North Lantau. ECMA would like to express our disappointment with these latest developments at LEGCO, and stress that no political party should use the well-being of people as a political bargaining chip.

The solid waste management policy has been discussed within the community for more than 20 years, but significant progress has not yet been achieved. The Environmental Bureau is obviously the party in particular to blame for its total failure to gain LEGCO support for large scale infra-structure. However, it is clear that the Environmental Bureau has responded to repeated public and professional allegations concerning its lack of overall vision in solving this emerging problem, by issuing a blueprint for the sustainable management of resources. This envisions a comprehensive system covering the entire spectrum from waste reduction, reuse, charging, collection, treatment & disposal to energy recovery. The proposed blue print includes:



- A charging scheme for municipal solid waste
- Funding for waste reduction and recycling groups
- Provisions for food waste reduction, separation and treatment
- Funding for "Green Community" projects
- Community collaboration on waste reduction and recycling
- Strategic landfill extension
- Integrated waste treatment facilities
- Engagement of public education programme.

Even with these objectives in the government agenda, it still requires extensive further dialogue with all the stakeholders, namely: the community, the professional trade associations, lawmakers, and the NGOs. Filibustering within LEGCO has destroyed rational discussion based on the well-being of the community, and precluded healthy debate on technology and the cost effectiveness of treatment facilities. Hong Kong, as a world class economic and financial centre, cannot tolerate any deterioration of our environmental hygiene standards of which we are justifiably proud.

ECMA urge the Environmental Bureau to make the best use of the time before the resumption of the LEGCO meeting in October, to re-establish all the necessary communication channels with the aim of achieving solid progress towards a waste management policy blue print. We can't wait any longer.

落實資源可持續發展藍本刻不容緩

因個別議員的「拉布」行為，立法會財務委員會在7月暑假休會前積壓了大量的撥款申請。當中包括環境局「三堆一爐（石鼓洲）」的撥款申請在內，而擬在北大嶼山興建的「廚餘處理中心」亦遭終止待續。環保工程商會對立法會出現此情況表示失望，並強調政治團體不應以民生作政治籌碼。

固體廢物管理政策在社會中討論已超過廿年，可惜至今仍未見重大進展。環境局固然是責無旁貸，尤其在缺乏能力爭取立法會撥款支持政府興建大型基建設施這一方面。但是，環境局又確實已回應社會及專業界別對其缺乏長遠政策的指責，過去亦已發表資源可持續發展的藍本，內容勾劃出完整政策光譜，由減廢、循環再用、垃圾徵費、收集、處理及棄置，到餘能回收等。

資源可持續發展的藍本包括：



- 都市固體垃圾徵費計劃
- 資助“綠色運動”
- 協調社區性減廢及回收
- 策略性擴建堆填區
- 興建綜合廢物處理中心
- 推廣公共教育

即使政府已設定明確目標，仍無可避免地必須與各持份者保持溝通，包括市民、專業團體、議員及其他非政府組織等。立法會出現的「拉布」政治已破壞對民生福祉的理性討論，又窒礙對評審處理技術及設施成本效益等良性討論。香港作為世界級經濟及金融中心，絕對不能讓我們引以為傲的高質環境衛生水平有絲毫下降。

環境工程商會敦促環境局在10月立法會復會前，重新啟動與各持份者的相應溝通渠道，務求達致可持續發展藍本的實質成果，我們已不能再蹉跎下去了。

NEW BUSINESS TREND OF PRIVATE CLEANING CONTRACTS

Today, we are not going to talk about the impact of the adjustment in the minimum wage for the coming year but instead discuss business opportunities when servicing the private sector. Since the implementation of the statutory minimum wage in May 2011, the supply of labour has been getting worse year by year. As a result of tight supply, service providers have experienced the problem of labour shortages in recent years. In order to comply with contract requirements, some companies have been deploying large numbers of casual labour at much higher cost with resultant significant loss.

Nevertheless, we notice that the tight labour market has increasingly altered the business environment and industrial practice, in particular decision factors for in the selection of service providers in the private market sector. Serious labour shortages really affect daily operations leading to a decline in service standards, and the interests of end users are harmed.

Smart clients have begun to realize that although better wage and employee benefits might result in higher service charges, they could nevertheless gain in the end from a stable quality service. They have changed their mindsets and now accept higher bids based on higher wages and better welfare for workers as a priority in tender assessment. Simultaneously, wily service contractors have proposed higher prices to renew their existing service contracts or gain new contracts with a high-price strategy.

We are glad to see and subsequently welcome all healthy developments which improve the selection mechanism for contract award and wish that cut-throat competition will cease in the cleaning service industry. All market players expect to see an end to contracts in the red. It is not too fanciful to imagine an industry where all participants are consistently profitable.

To improve business and prevent labour shortages, it may be a good suggestion for market players to use a high-price strategy covering paid meal-breaks and rest days, or equivalent increased wage levels in coming tenders. We urge all environmental service providers to stop the strategy of paying only the minimum wage. We should seize this opportunity to gain more lucrative contracts at this critical moment. Finally, we hope service buyers in both the private and public sectors will catch up with this trend, allowing the environmental service industry more room for development.

私人機構合約式清潔服務的發展機遇

我們今天要談的並不是明年最低工資調整所帶來的影響，我們更關注的是服務私人公司的潛在商機。自從法定最低工資政策於 2011 年 5 月實施以來，勞動力供應一年比一年差。由於供應緊張，服務供應商近年都經常要面對人手短缺問題。為應付合約服務需求，某些公司不得不以更高昂成本增聘大量散工，最終卻得不償失地招致慘重損失。

儘管如此，我們發現營商環境和業內操作手法也因著勞動市場的供應緊張而出現轉變，這點在私人企業選擇服務供應商的決策因素上尤其明顯。人力嚴重短缺實實在在的影響了日常運作；這不僅令服務水平下降，也影響了最終用戶的利益。

精明的客戶開始意識到，雖然薪金上漲與員工福利改善或變相令服務收費增加，這卻可同時保障他們獲得穩定的優質服務。客戶現在普遍都能接受因薪金上漲與員工福利改善而標價更高的投標申請，觀念上的轉變更令他們轉而以此作為遴選投標商的首要考慮條件。與此同時，部分甚懂混水摸魚之道的服務承辦商也會以較高價格作為招徠，以求成功續約或贏取新合約。

我們很高興看到並歡迎所有能夠改善合約遴選機制的健康發展。我們更期待割喉式競爭能夠在清潔行業中徹底絕跡。所有同業都不希望再看到業績見紅。事實上，要營造一個讓所有同業都持續有利可圖的良性競爭環境，也絕非天方夜譚。

為改善整體業務發展及避免出現人手短缺，業者以高收費政策來抵銷有薪午膳時間和休息日的成本，又或在日後標書中相應調高薪金水平，也似乎是一些能夠配合市場發展的理想做法。我們促請所有環境服務供應商停止採取只付最低工資的策略。我們應把握機會，在這個關鍵時刻爭取更具可觀回報的合約。最後，我們希望私人企業及公營機構客戶都能夠跟上這個新趨勢，讓環境服務業在更有利的發展空間中茁壯成長。

Moves to Improve Devices and Operations of Refuse Collection Vehicles

The Waste Disposal (Designated Waste Disposal Facility) (Amendment) Regulation 2013 was passed by LEGCO in January 2014, with the aim of mitigating the environmental nuisance caused by refuse collection vehicles (RCVs). The Amendment requires RCVs to be equipped with specific devices (namely, a fully enclosed metal tailgate and waste water sump tank) when entering certain designated waste disposal facilities, such as the refuse transfer stations and landfills. ECMA supported the Amendment:

- As this will definitely improve odour emission and waste water leakage from RCVs, and thus beneficially reduce any nuisance from environmental hygiene operations (Photo 1)
- To support the financial subsidy for RCVs owners to defray installation costs. The deadline for subsidy payment applications is 30 September 2014.

In order to ensure that installed devices are properly operated and maintained, EPD has invited ECMA, together with our leading waste management associations, to explore the idea of setting up a “CHARTER” within the waste collection industry. The purpose is to govern through a “CHARTER” signing, to encourage stakeholders to further improve the standard of waste collection procedures, to maintain and operate RCVs to the highest standards of hygiene, to encourage awareness of environmental nuisance mitigation factors, and maintain a self - monitoring system within the industry.

Photo 1 – Refuse Collection Vehicle of one ECMA member has retrofitted with the Fully Enclosed Cover under the trial scheme sponsored by EPD

圖 1 - 由環保署贊助的垃圾車改裝試行計劃中，環保工程商會其中一會員的垃圾收集車已裝上密封式金屬車斗尾蓋。



This “CHARTER” system will be led & managed by the waste management associations, obviously including ECMA, with initial support by EPD as facilitator to link up with FEHD, property and hotel managers, and food & beverages associations. The success of this system relies on close elaboration between the waste generators, waste collection services users, waste collection contractors and related government departments.

The tentative programme is to set up the “CHARTER” system with signing by stakeholders by the end of 2014. EXCOM of ECMA has approved the participation and the Chairperson of the Waste Management Sub-committee will follow up with detailed implementation, including regular reports to all ECMA members. One point worth mentioning is that ECMA provided technical support to the EPD and Transport Department who published a “Code of Practice on the operation of RCVs” in August 2012. Interested ECMA members may obtain a copy from the ECMA Administrator.

改善垃圾車裝置和操作的計劃

2014年1月立法會通過之《2013年廢物處置（指定廢物處置設施）（修訂）規例》，旨在減低由垃圾收集車（垃圾車）引起的環境滋擾。修訂中規定進入堆填區及廢物轉運站的垃圾車必須配置指定裝置（密封式金屬車斗尾蓋及污水收集缸），環保工程商會已對此修訂表達意見並表示支持：

- 肯定改裝將改善垃圾車的臭味排放及污水滲漏等問題，從而減少對環境衛生滋擾（圖 1）
- 支持協助垃圾車車主進行改裝的資助計劃。資助計劃的申請截止日期為 2014 年 9 月 30 日。

為確保所附加安裝的設備能正確地操作及保養，環保署邀請環保工程商會及其他廢物管理同業，探討在廢物收集行業內建立「約章」的構思，希望通過「約章」簽署，鼓勵業界提昇各項標準，包括廢物收集過程、垃圾車的保養及操作、增強對減輕環境滋擾的意識，以至行業內自我監察等機制。

這「約章」機制將由始創統籌的廢物管理同業領導及管理，當然包括環保工程商會。環保署將協助聯繫食環署、物業管理代表、酒店及餐飲業協會等代表。該「約章」機制的成功有賴於各廢物產生者、廢物收集服務用戶、廢物收集商及相關政府部門之間的緊密合作。

建立「約章」機制擬在 2014 年底前由持份者簽署「約章」。環保工程商會幹事會已批准參與，交由廢物管理小組委員會主席跟進實施細節，定期向會員報告。值得一提的是，環保工程商會向環保署和運輸署於 2012 年 8 月出版的「廢物收集車輛運作工作守則」提供技術支援，有興趣的會員可向本會行政助理索取該守則。

Upcoming Events

Local: Hong Kong 香港

Eco Expo Asia 2014 國際環保博覽 2014
29 October - 1 November 2014
Asia World Expo 亞洲國際博覽館
www.ecoexpoasia.com

FAOPMA AGM Conference 2014
亞大區蟲害管理協會聯盟國際會議 2014
27 November 2014
Marco Polo HK Hotel 馬哥孛羅香港酒店
www.faopma.com/agmconference2014/

Asia: Shanghai, China 亞洲：中國上海

China Clean Expo 2015 中國清潔博覽 2015
30 March - 1 April 2015
www.chinacleanexpo.com/

Overseas: 海外

Ausclean 澳洲清潔博覽
14 October 2014
Melbourne, Australia 澳洲墨爾本
www.auscleanexpo.com.au/

Clean Middle East Pulire 中東清潔博覽
21-23 October 2014
Dubai, UAE 中東杜拜
www.cmepexpo.com/

活動預告

CleanExpo Moscow / Pulire 莫斯科清潔博覽
21-23 October 2014
Moscow, Russia 俄羅斯莫斯科
www.cleanexpo-moscow.primexpo.ru/en/

ISSA/INTERCLEAN Orlando 2014 奧蘭多國際清潔博覽 2014
4-7 November 2014
Orlando, Florida, USA 美國佛羅里達州奧蘭多
www.issainterclean.com/

CleanIndia Show 印度清潔博覽
27-29 November 2014
Ahmedabad, India 印度艾哈邁達巴德
www.cleanindiashow.com/

ISSA/INTERCLEAN Latin America 2015 拉丁美洲清潔博覽 2015
25-27 February 2015
Mexico City, Mexico 墨西哥墨西哥城
www.issainterclean.com/

The Cleaning Show 2015 倫敦清潔博覽 2015
10-12 March 2015
London 倫敦
www.cleaningshow.co.uk/

ISSA/INTERCLEAN CEE 伊斯坦堡國際清潔博覽
22-24 April 2015
Warsaw, Poland 波蘭華沙
www.issainterclean.com



環保工程商會
ECMA

C/O 2801 Island Place Tower, 510 King's Road, North Point, Hong Kong
香港北角英皇道510號港運大廈2801室
Tel 電話 : (852) 2563 0661 Fax 傳真 : (852) 2565 8336 Website 網址 : www.ecma.org.hk