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Construction Industry Supports Protection for Workers' Wages

Hong Kong · 25 November 2013 – The protection of workers' salaries is crucial to maintaining harmony in Hong Kong's construction industry and society at large.

In a joint press conference held today, the Construction Industry Council (CIC), the Hong Kong Construction Association (HKCA) and the Hong Kong Construction Industry Employees' General Union (HKCIEGU) came together to promote the wider adoption of an employment contract for workers which would offer greater protection if disputes over payment arose.

The CIC along with industry stakeholders today made the appeal to all practitioners in the industry to work together to ensure that fairness is realised in the payment of workers.

Joining the Chairman of the CIC, Mr. LEE Shing-see, at today's press conference was Mr. Thomas TSE, Secretary General of the HKCA and Mr. CHOW Luen-kiu, the Chairman of the HKCIEGU, reflecting the across-the-board support that the initiative of the specimen employment contract enjoys in the industry.

In March this year, the CIC updated the specimen employment contract in its publication "*Guidelines on Measures for Protection of Workers' Wages (Version 2)*" which was endorsed by construction industry stakeholders. The revised specimen employment contract aims to facilitate the employer and the worker to specify clearly all different types of wages entitled by the worker.

The Chairman of the CIC Mr. LEE Shing-see said, "The measures we are recommending today are intended to facilitate the implementation of good practices within the industry by incorporating proper provision in the employment contracts to avoid disputes over the payment of wages to workers at any moment of time."

The Guidelines as a whole encourage industry practitioners to develop an ethical way of working under the principles of fairness, openness, harmony and entitlement. It is anticipated that the Guidelines would help the construction industry adopt sound practices for industry practitioners and construction site workers, to facilitate the early identification and speedy resolution of problems in relation to wage matters.

The Guidelines on Measures for Protection of Workers' Wages (Version 2) including the specimen employment contract are available for download on the CIC website, www.hkcic.org.

About the Construction Industry Council

The Construction Industry Council (CIC) was formed on 1 February 2007 under the Construction Industry Council Ordinance (Cap. 587). The CIC consists of a chairman and 24 members representing various sectors of the industry including employers, professionals, academics, contractors, workers, independent persons and Government officials.

The main functions of the CIC are to forge consensus on long-term strategic issues, convey the industry's needs and aspirations to Government, provide training and registration for the construction workforce and serve as a communication channel for Government to solicit advice on all construction-related matters.

Please visit www.hkcic.org for further details.

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