

Replies to initial written questions raised by Finance Committee Members in examining the Estimates of Expenditure 2013-14

**Director of Bureau : Secretary for Labour and Welfare
Session No. : 17**

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**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Under the Programme, in 2013-14, the Labour Department (LD) will introduce new television and radio Announcements in the Public Interest and publish new posters to promote the use of written employment contract and the adoption of fair and reasonable employment terms. The public were also alerted to the trap of false self-employment through publicity on public transport and the display of thematic posters. In this connection, what is the expenditure and manpower involved in producing the promotional materials? When are the promotional materials expected to be available? Is there any detailed information setting out the places where the promotional materials such as the posters will be displayed? Will other possible promotional channels be considered including the use of social platforms on the Internet and smartphone applications?

Asked by: Hon. CHAN Kin-por

Reply:

The new television and radio Announcements in the Public Interest as well as the new poster to encourage the wider use of written employment contract and fair employment terms were introduced in July 2012. With regard to enhancing public awareness of the difference in the rights and benefits between an employee and a self-employed person, we have displayed thematic posters in various branch offices of LD, Public Enquiry Service Centres of the Home Affairs Department, various employers' associations and trade unions since April 2012, and placed advertisements on buses in Q4 of 2012 and on taxis in Q1 of 2013. The total expenditure of the above promotional activities in 2012-13 is about \$616,000. Since these activities were conducted by existing staff among their other duties, the manpower involved cannot be separately identified.

In 2013-14, we shall continue to promote the above subjects through various channels, including LD's website which is accessible to smartphone users under different platforms. We have no plan at the moment to make use of social platforms on the Internet and smartphone applications.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Under the Programme, in 2013-14, the Administration will implement the enhancement measures of the Work Incentive Transport Subsidy (WITS) Scheme, including the option of individual-based applications as an alternative to household-based applications. In this connection, would the Administration advise:

- (a) the estimated number of persons making individual-based applications;
- (b) the expenditure and manpower involved in implementing the enhancement measures; and
- (c) whether regular review will be conducted after the implementation of the enhancement measures, including considering recruitment of additional manpower to meet the increased workload after the enhancement of the measures, regularly updating monthly income and asset limits, reviewing rate of subsidy and improving application procedure? If yes, when will the Administration conduct the review? If no, what are the reasons?

Asked by: Hon. CHAN Kin-por

Reply:

The information sought is provided as follows:

- (a) As the General Household Survey (GHS) does not collect data about the asset levels of employed persons who meet the income limits and working hours requirement of WITS Scheme, we are not able to estimate the number of persons making individual-based applications.
- (b) The Finance Committee of the Legislative Council approved in February 2011 a non-recurrent commitment of \$4,805 million (time-limited up to 2014-15) for launching WITS Scheme. The expenditure for implementing the enhanced Scheme during the remaining period up to 2014-15 will be absorbed within the outstanding balance of this commitment. We will monitor the caseload arising from the enhancement measures and strengthen our case processing capacity by filling up civil service and non-civil service contract vacancies if necessary.
- (c) A comprehensive review of WITS Scheme will be conducted after three years of operation. Before the comprehensive review, the income and asset limits for the subsidy will be updated annually. Besides, the Administration will monitor relevant statistics in the GHS and, where necessary, review and update the level of the subsidy. We will simplify the application form with the implementation of the option of individual-based applications, and monitor the manpower requirement.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

According to the Programme, in 2012, two large-scale promotional programmes were launched to promote safety awareness in the catering and construction industries and a series of intensive promotion and publicity campaigns were also organised to raise the safety and awareness of work-at-height, electrical works, renovation, maintenance, alteration and addition (RMAA) works. In this regard, please provide this Committee with the expenditure, manpower and number of service users of the relevant promotion campaigns. Will the Administration increase the number of this type of promotion campaigns for the coming year? If yes, what are the estimated increase in expenditure and manpower? Has the Administration evaluated the effectiveness of this type of promotion campaigns in raising the safety awareness of the industry stakeholders? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. CHAN Kin-por

Reply:

In 2012-13, the Labour Department (LD) launched two large-scale promotional programmes to promote the safety and health awareness of employers and employees in the construction and catering industries.

Both programmes featured a territory-wide competition on safety and health performance, together with safety quizzes, roving exhibitions, promotional visits, broadcast of Announcements in the Public Interest on television and radio, radio programmes, fun days and award presentation ceremonies. Successful experience and good practices were recorded on compact discs for distribution to workplaces in the two industries and for broadcast through mobile media.

The promotional programmes will be re-launched in 2013-14. We estimate that the programmes will involve more than 200 construction sites and 200 catering establishments. The expenditure on the construction and catering promotional programmes will be around \$2 million and \$1.6 million respectively, to be shared between LD and other co-organisers.

As enforcement and publicity programmes on occupational safety and health are an integral part of LD's ongoing work, the manpower involved cannot be separately identified.

The number of industrial accidents in the catering and construction industries decreased by 29% and 50% respectively in the past decade. LD's three-pronged approach of enforcement, training, and publicity and promotion contributed to the above mentioned decreases in industrial accidents.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Under the Programme, the number of talks, lectures and seminars organised decreased from 2 146 in 2011 to 2 023 in 2012, which was below the Administration's target of 2 050. What were the reasons? What was the number of participants of those talks, lectures and seminars in the past year? What was the expenditure involved in organising those talks, lectures and seminars? Regarding the Administration's remarks under the Programme that certain talks and lectures of similar topics will be combined having regard to past attendance, could the Administration provide the topics and number of talks and lectures to be combined? Does the Administration have any measures to ensure that the target number of talks, lectures and seminars to be organised next year can be met?

Asked by: Hon. CHAN Kin-por

Reply:

The number of 2 050 talks, lectures and seminars for 2013 is a planning target. The Labour Department (LD) will adjust the number as appropriate to meet the actual demand. In 2012, 66 958 people participated in the 2 023 talks, lectures and seminars organised. As these talks, lectures and seminars are part of LD's occupational safety and health promotion efforts, the expenditure is absorbed by the Department and is not separately identified.

The target number is slightly reduced from 2 100 in 2012 to 2 050 in 2013 because certain talks and lectures (e.g. those on lower limb disorders, manual handling operation, prevention of back injuries and occupational skin diseases) will be combined to enhance their cost-effectiveness having regard to the past attendance pattern and the number of some less popular talks will also be reduced. Organising talks, lectures and seminars is one of LD's measures to promote the awareness of occupational safety and health. LD will also deploy resources to conduct targeted promotional programmes having regard to the prevailing concerns and needs of the working population.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated under this Programme that the Labour Department (LD) has organised territory-wide publicity activities to promote Statutory Minimum Wage (SMW) and assist employers and employees in understanding their respective obligations and entitlements under the SMW system. LD will continue with public education and publicity campaigns to promote understanding of the Minimum Wage Ordinance (Cap. 608) (MWO) among employers and employees. In this connection, what publicity and educational campaigns will the Government carry out? What are the estimated expenditure and manpower involved? It is also mentioned under this Programme that LD will undertake targeted enforcement action to check employers' compliance with the new SMW rate. In this regard, what was the number of enforcement actions taken by LD in the past year, including inspections, investigation into cases reported by the public, prosecutions taken out and the relevant penalties?

Asked by: Hon. CHAN Kin-por

Reply:

LD will launch a new round of publicity and promotional activities in 2013-14 to prepare for the implementation of the new SMW rate. The activities include: broadcasting television and radio Announcements in the Public Interest through various media channels; advertising on public transports and in publications of target organisations; publishing leaflets and posters for wide distribution and display; inserting promotional message in public utilities bills; conducting seminars on the MWO; staging roving exhibitions; and displaying banners for outdoor publicity. The estimated expenditure for publicising SMW in 2013-14 is \$2.9 million. These promotional activities will be launched as part of our various tasks, and the manpower involved is absorbed by the Department and is not separately accounted for.

In 2012, LD conducted 36 807 workplace inspections to establishments of various trades to check employers' compliance with the MWO and investigate into suspected breaches reported by the public. Including reported cases, 55 cases involving suspected violations of the MWO were detected. Follow-up action on all such cases confirmed that employees of most cases had received SMW or recovered the shortfall of wages. In the same year, LD took out prosecution in eight cases and secured 31 convictions against seven employers for under-payment of SMW. The highest fine per case was \$25,000.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide a breakdown, by the household size, monthly household income, number of working members of the household, number of dependants, residential district, type of housing (public housing/Home Ownership Scheme (HOS)/private housing) and amount of asset of the recipients, of the accumulated numbers of cases of the Transport Support Scheme (TSS) and Work Incentive Transport Subsidy (WITS) Scheme respectively in each year since the implementation of the schemes.

Asked by: Hon. CHEUNG Chiu-hung, Fernando

Reply:

The Labour Department launched TSS in June 2007 to provide time-limited transport subsidy to needy job seekers and low-income employees living in the four designated remote districts of Tuen Mun, Yuen Long, North and Islands. Applicants were assessed on an individual basis under TSS. We have no information on their household size, monthly household income, number of working members of the household and number of dependants. Moreover, we have not kept statistics on the type of housing of the applicants. Breakdowns of approved cases by residential district and asset amount of the applicants are set out at Annex 1.

The TSS ceased receiving applications and was replaced by the territory-wide WITS Scheme in October 2011. For WITS Scheme, breakdowns of approved applications by household size, monthly household income, residential district and household asset are set out at Annex 2. We have not kept statistics on the number of working members of the household and type of housing of the applicants, and have no information on their number of dependants.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

Transport Support Scheme

Number of approved cases with breakdowns by
residential district and asset amount of applicants

Breakdown by residential district

| District | No. of approved cases | | | | | |
|-----------|-----------------------|--------|--------|--------|-------|-------|
| | 2007 (from June) | 2008 | 2009 | 2010 | 2011 | 2012 |
| Tuen Mun | 1 325 | 8 372 | 11 773 | 5 743 | 2 217 | 484 |
| Yuen Long | 1 491 | 8 843 | 12 180 | 6 597 | 3 100 | 716 |
| North | 415 | 2 509 | 3 757 | 1 976 | 825 | 188 |
| Islands | 285 | 1 369 | 1 882 | 1 029 | 520 | 135 |
| Total* | 3 516 | 21 093 | 29 592 | 15 345 | 6 662 | 1 523 |

Breakdown by asset amount of applicants

| Asset amount | No. of approved cases | | | | | |
|---------------------|-----------------------|--------|--------|--------|-------|-------|
| | 2007 (from June) | 2008 | 2009 | 2010 | 2011 | 2012 |
| \$10,000 or below | 2 603 | 13 426 | 18 614 | 9 925 | 4 393 | 980 |
| \$10,001 - \$30,000 | 673 | 5 556 | 8 008 | 4 111 | 1 781 | 436 |
| \$30,001 - \$44,000 | 240 | 2 111 | 2 970 | 1 309 | 488 | 107 |
| Total* | 3 516 | 21 093 | 29 592 | 15 345 | 6 662 | 1 523 |

* This refers to the total number of TSS applicants with approved transport allowances in the year. The same applicant may receive allowances in more than one year.

Work Incentive Transport Subsidy Scheme

Number of approved applications with breakdowns by household size,
monthly household income, residential district and household asset

Breakdown by household size

| Household size | No. of approved applications | |
|--------------------|------------------------------|--------|
| | 2011 (from October) | 2012 |
| 1 person | 904 | 4 299 |
| 2 persons | 2 993 | 13 785 |
| 3 persons | 2 978 | 13 432 |
| 4 persons | 2 220 | 10 562 |
| 5 persons | 530 | 2 604 |
| 6 persons or above | 151 | 819 |
| Total | 9 776 | 45 501 |

Breakdown by monthly household income

| Average monthly household income | No. of approved applications | |
|----------------------------------|------------------------------|--------|
| | 2011 (from October) | 2012 |
| \$6,000 or below | 1 968 | 7 849 |
| \$6,001-\$8,000 | 2 291 | 9 872 |
| \$8,001-\$10,000 | 2 681 | 11 739 |
| \$10,001-\$12,000 | 1 921 | 9 474 |
| \$12,001-\$14,000 | 832 | 5 156 |
| \$14,001-\$16,000 | 83 | 1 199 |
| \$16,001-\$18,000 | 0 | 166 |
| \$18,001 or above | 0 | 46 |
| Total | 9 776 | 45 501 |

Breakdown by residential district

| District Council district | No. of approved applications | |
|---------------------------|------------------------------|--------|
| | 2011 (from October) | 2012 |
| Central & Western | 58 | 298 |
| Eastern | 352 | 1 677 |
| Southern | 179 | 855 |
| Wan Chai | 37 | 180 |
| Kowloon City | 291 | 1 594 |
| Kwun Tong | 1 360 | 6 740 |
| Sham Shui Po | 771 | 3 387 |
| Wong Tai Sin | 691 | 3 242 |
| Yau Tsim Mong | 181 | 1 052 |
| Islands | 284 | 1 249 |
| Kwai Tsing | 1 081 | 4 758 |
| North | 511 | 2 287 |
| Sai Kung | 343 | 1 682 |
| Sha Tin | 666 | 3 110 |
| Tai Po | 268 | 1 168 |
| Tsuen Wan | 273 | 1 270 |
| Tuen Mun | 1 118 | 4 894 |
| Yuen Long | 1 281 | 5 838 |
| Outside Hong Kong | 31 | 220 |
| Total | 9 776 | 45 501 |

Breakdown by household asset

| Average monthly household asset | No. of approved applications | |
|---------------------------------|------------------------------|--------|
| | 2011 (from October) | 2012 |
| \$10,000 or below | 3 505 | 14 722 |
| \$10,001 - \$30,000 | 2 384 | 10 022 |
| \$30,001 - \$50,000 | 1 227 | 6 109 |
| \$50,001 - \$70,000 | 664 | 3 873 |
| \$70,001 - \$90,000 | 409 | 2 520 |
| \$90,001 - \$110,000 | 178 | 1 351 |
| \$110,001 - \$130,000 | 90 | 747 |
| \$130,001 - \$150,000 | 32 | 330 |
| \$150,001 - \$170,000 | 13 | 173 |
| \$170,001 - \$190,000 | 7 | 98 |
| \$190,001 or above | 0 | 55 |
| Others* | 1 267 | 5 501 |
| Total | 9 776 | 45 501 |

* Households receiving Comprehensive Social Security Assistance in the claim period for subsidy are not required to provide asset proof.

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated that there may be transitional labour shortages for some jobs in certain sectors, or even longer-term shortages in a number of obnoxious trades. The Administration will follow its existing policy and mechanisms in dealing with labour importation. Please advise on the following:

- (a) What are the sectors referred to? What are the reasons for labour shortages in those sectors?
- (b) Apart from labour importation, are there any measures for addressing labour shortage? If yes, what are the details? If no, what are the reasons?
- (c) What are the Administration's policy and mechanisms in dealing with labour importation?
- (d) Will public consultation be conducted if the Administration decides to import workers? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. CHEUNG Kwok-che

Reply:

The information sought is provided as follows:

- (a) As a result of the robust economic performance in recent years, employers in some sectors (e.g. construction sector, elderly homes, retail trade and catering industry) have encountered difficulties hiring sufficient low-skilled workers in the local labour market. The Supplementary Labour Scheme (SLS) has been implemented in 1996 to allow importation of workers at technician level or below subject to the employers concerned showing that they cannot employ local workers to fill the vacancies.
- (b) The Administration will consider how to provide more suitable training programmes and complementary measures to channel more local workers to these sectors. A feasible option for attracting new blood into the industries is to develop structured training programmes that link up enrolment of trainees, vocational training, job attachment and job matching.
- (c) The cornerstone of our labour importation policy is that local workers should be given priority in filling job vacancies available in the labour market.
- (d) The Labour Advisory Board with equal numbers of representatives from the employer and employee groups is consulted on the individual SLS applications.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the wage offences, please provide information on the number of intelligence collected and the number of successful convictions against employers contravening the wage provisions in the past three years (i.e. 2010, 2011 and 2012)? What are the respective figures involving the catering, construction and import and export industries?

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The intelligence reports on wage offences collected by the Labour Department in 2010, 2011 and 2012 amounted to 420, 533 and 478 respectively. The figures involving the catering, construction and import/export industries are as follows:

| Industry | 2010 | 2011 | 2012 |
|----------------|------|------|------|
| Catering | 75 | 104 | 67 |
| Construction | 56 | 31 | 38 |
| Import /Export | 12 | 22 | 24 |

The numbers of convictions of employers for contravening wage offences in 2010, 2011 and 2012 were 1 481, 876 and 525 respectively. The figures involving the catering, construction and import/export industries are as follows:

| Industry | 2010 | 2011 | 2012 |
|---------------|------|------|------|
| Catering | 268 | 100 | 48 |
| Construction | 185 | 153 | 79 |
| Import/Export | 99 | 51 | 37 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out in a table, by the amount of payment and number of applications per year, the top three industries that accounted for the largest number of applications for payment under the Protection of Wages on Insolvency Fund (PWIF) in the past three years (i.e. 2010, 2011 and 2012). What was the financial position of PWIF in the past three years (i.e. 2010-11, 2011-12 and 2012-13) respectively and the estimated financial position in 2013-14?

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The information sought is provided below:

(a) Top three industries by the amount of payment made by PWIF

| Year | Industry | Amount of payment (\$ million) |
|------|--|-----------------------------------|
| 2010 | Food and beverage service activities | 18.4 |
| | Import and export trade | 17.1 |
| | Motion picture, video and television programme production, sound recording and music publishing activities | 12.2 |
| | Others | 51.6 |
| | Total | 99.3 |
| 2011 | Food and beverage service activities | 15.1 |
| | Construction | 10.8 |
| | Import and export trade | 10.6 |
| | Others | 37.9 |
| | Total | 74.4 |
| 2012 | Food and beverage service activities | 14.4 |
| | Import and export trade | 12.7 |
| | Construction | 6.7 |
| | Others | 30.2 |
| | Total | 64.0 |

(b) Top three industries by the number of applications to PWIF

| Year | Industry | Number of applications |
|------|--------------------------------------|------------------------|
| 2010 | Food and beverage service activities | 1 149 |
| | Construction | 697 |
| | Other personal service activities | 568 |
| | Others | 2 039 |
| | Total | 4 453 |
| 2011 | Food and beverage service activities | 978 |
| | Construction | 642 |
| | Retail trade | 466 |
| | Others | 1 643 |
| | Total | 3 729 |
| 2012 | Food and beverage service activities | 945 |
| | Construction | 448 |
| | Import and export trade | 427 |
| | Others | 1 156 |
| | Total | 2 976 |

(c) Financial position of PWIF

| Year | Income (\$ million) | Expenditure (\$ million) | Surplus (\$ million) |
|------------------------------|------------------------|-----------------------------|-------------------------|
| 2010-11 | 537.7 | 108.1 | 429.6 |
| 2011-12 | 573.8 | 88.4 | 485.4 |
| 2012-13 (up to January 2013) | 523.9 | 72.6 | 451.3 |
| 2013-14 Estimates | 381.5 | 155.4 | 226.1 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out in table form the number of trainees of the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme (YPTP&YWETS) and their placement rate in each of the past two years (i.e. 2010-11 and 2011-12) and in 2012-13 (up to now), as well as a breakdown by industry and occupation of the training positions provided over the same period of time.

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

YPTP&YWETS operates on the basis of programme year, running from September each year to August of the following year. The figures on trainees enrolled, trainees attending pre-employment training and trainees placed into training vacancies in the 2010/11, 2011/12 and 2012/13 programme years (up to February 2013) are as follows:

| | 2010/11 Programme Year | 2011/12 Programme Year | 2012/13 Programme Year (up to February 2013) |
|---|-----------------------------------|-----------------------------------|---|
| No. of trainees enrolled | 11 922 | 9 434 | 3 698 |
| No. of trainees attending pre-employment training | 5 641 | 4 745 | 1 741 |
| No. of trainees placed into training vacancies | 4 228 | 3 341 | 1 555 |

As trainees are enrolled on a year-round basis and they can choose to participate in various activities under YPTP&YWETS, some of them may be attending pre-employment training and/or placed into training vacancies within the programme year or in the following programme year. With the assistance of their case managers, some trainees may find work in the open market by themselves.

Each year, YPTP&YWETS office conducts a trainee development survey on trainees who were enrolled on the programme and completed the 12 months' support services. The results of the surveys conducted for trainees of the 2010/11 and 2011/12 Programmes showed that 75.5% and 72.2% of the respective sampled trainees were in employment at the time of survey. We have not yet conducted the survey for trainees who are enrolled on the 2012/13 Programme, as they will have their 12 months' support services completed after August 2013.

The breakdown of the number of the trainees' placements by industry and occupation is tabulated as follows:

Breakdown by Industry

| Industry | No. of placements | | |
|--|---------------------------|---------------------------|---|
| | 2010/11 Programme Year | 2011/12 Programme Year | 2012/13 Programme Year (up to February 2013) |
| Community, social and personal service | 1 238 | 932 | 447 |
| Construction | 1 073 | 961 | 495 |
| Financing, insurance, real estate and business services | 278 | 244 | 117 |
| Government sector | 190 | 181 | 92 |
| Manufacturing | 185 | 128 | 43 |
| Transport, storage and communications | 561 | 318 | 115 |
| Wholesale, retail and import/export trades, restaurants and hotels | 658 | 544 | 225 |
| Others | 45 | 33 | 21 |
| Total | 4 228 | 3 341 | 1 555 |

Breakdown by Occupation

| Occupational Group | No. of placements | | |
|--|---------------------------|---------------------------|---|
| | 2010/11 Programme Year | 2011/12 Programme Year | 2012/13 Programme Year (up to February 2013) |
| Associate professionals | 661 | 331 | 171 |
| Clerical support workers | 907 | 601 | 216 |
| Craft and related works | 1 398 | 1 233 | 623 |
| Elementary occupations | 7 | 5 | 3 |
| Plant and machine operators and assemblers | 78 | 47 | 25 |
| Sales workers | 585 | 537 | 241 |
| Service workers | 563 | 567 | 270 |
| Others | 29 | 20 | 6 |
| Total | 4 228 | 3 341 | 1 555 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out in table form the number of job openings registered with the Recruitment Centre for the Catering Industry (the Catering Centre) and the Recruitment Centre for the Retail Industry (the Retail Centre) and the rate of successful recruitment in each of the past three years (i.e. 2010, 2011 and 2012). (Please provide a breakdown by industry and job title.)

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The Catering Centre and the Retail Centre were set up in February 2009 and June 2010 respectively. The numbers of vacancies received by the Centres for organising job fairs in the past three years are provided below:

| Year | The Catering Centre | The Retail Centre |
|------|---------------------|-------------------|
| 2010 | 33 080 | 18 952 |
| 2011 | 48 847 | 56 354 |
| 2012 | 78 815 | 67 240 |

A breakdown of the vacancies received by the Catering Centre by job title is provided below:

| Job Title | No. of Vacancies | | | | | |
|---------------------------------|------------------|-------|--------|-------|--------|-------|
| | 2010 | | 2011 | | 2012 | |
| | No. | % | No. | % | No. | % |
| Waiter/Waitress | 7 476 | 22.6% | 11 919 | 24.4% | 20 366 | 25.8% |
| Cook | 5 425 | 16.4% | 6 936 | 14.2% | 13 241 | 16.8% |
| Shop Sales/Assistant | 4 400 | 13.3% | 8 451 | 17.3% | 11 176 | 14.2% |
| Kitchen Helper | 3 067 | 9.3% | 4 201 | 8.6% | 7 653 | 9.7% |
| Cleaner | 2 283 | 6.9% | 2 882 | 5.9% | 5 517 | 7.0% |
| Branch Manager/ Shop Supervisor | 1 323 | 4.0% | 2 052 | 4.2% | 3 350 | 4.3% |
| Bartender | 1 125 | 3.4% | 2 100 | 4.3% | 3 042 | 3.9% |
| Dish Washer | 1 092 | 3.3% | 2 198 | 4.5% | 2 451 | 3.1% |
| Captain | 1 290 | 3.9% | 1 270 | 2.6% | 1 300 | 1.7% |
| Others | 5 599 | 16.9% | 6 838 | 14.0% | 10 719 | 13.6% |

| Job Title | No. of Vacancies | | | | | |
|--------------|------------------|-------------|---------------|-------------|---------------|-------------|
| | 2010 | | 2011 | | 2012 | |
| | No. | % | No. | % | No. | % |
| Total | 33 080 | 100% | 48 847 | 100% | 78 815 | 100% |

A breakdown of the vacancies received by the Retail Centre by job title is provided below:

| Job Title | No. of Vacancies | | | | | |
|--------------------------------|------------------|-------------|---------------|-------------|---------------|-------------|
| | 2010 | | 2011 | | 2012 | |
| | No. | % | No. | % | No. | % |
| Shop Sales/Assistant | 9 533 | 50.3% | 29 755 | 52.8% | 37 385 | 55.6% |
| Cashier | 948 | 5.0% | 4 508 | 8.0% | 5 850 | 8.7% |
| Storekeeper/Stock Keeper | 1 023 | 5.4% | 3 269 | 5.8% | 4 303 | 6.4% |
| Customer Service Clerk | 701 | 3.7% | 3 438 | 6.1% | 3 564 | 5.3% |
| Branch Manager/Shop Supervisor | 891 | 4.7% | 2 311 | 4.1% | 2 690 | 4.0% |
| Sales Representative | 1 365 | 7.2% | 3 832 | 6.8% | 2 219 | 3.3% |
| Promoter | 739 | 3.9% | 2 874 | 5.1% | 1 950 | 2.9% |
| Beautician | 1 194 | 6.3% | 1 183 | 2.1% | 1 681 | 2.5% |
| Packer | 796 | 4.2% | 845 | 1.5% | 1 008 | 1.5% |
| Others | 1 762 | 9.3% | 4 339 | 7.7% | 6 590 | 9.8% |
| Total | 18 952 | 100% | 56 354 | 100% | 67 240 | 100% |

The Centres are among the many channels used by employers to recruit staff. As employers in these industries are recruiting a large number of employees through other channels (such as newspaper advertisements, employment agencies, walk-in interviews etc.) at the same time, they find it difficult to ascertain whether a vacancy has been filled with our assistance. We are therefore unable to provide the rate of successful recruitment for the Centres.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out in table form the number of imported workers applied for under the Supplementary Labour Scheme (SLS) and the success rate, by industry and job title, in each of the past three years (i.e. 2010, 2011 and 2012).

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

In 2010, 2011 and 2012, employers applied to import 2 340, 2 601 and 5 922 workers respectively under the SLS. The corresponding number of imported workers approved was 1 180, 980 and 1 942, representing 50.4%, 37.7% and 32.8% respectively of the number of imported workers applied for.

A breakdown of the number of imported workers applied for and approved in 2010, 2011 and 2012 by industry and job title is provided at Annexes 1 to 4.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**Number of imported workers applied for and approved
under the SLS in 2010, 2011 and 2012:
with breakdown by industry**

| Industry | Number of imported workers applied for* | | | Number of imported workers approved* | | |
|--|---|-------|-------|--------------------------------------|------|-------|
| | 2010 | 2011 | 2012 | 2010 | 2011 | 2012 |
| 1. Agriculture and Fishing | 479 | 502 | 496 | 311 | 344 | 507 |
| 2. Manufacturing | 369 | 350 | 373 | 124 | 98 | 140 |
| 3. Construction | 38 | 263 | 2 776 | 1 | 14 | 284 |
| 4. Wholesale, Retail and Import/ Export Trades, Restaurants and Hotels | 265 | 233 | 302 | 58 | 65 | 84 |
| 5. Transport, Storage and Communications | 33 | 95 | 127 | 0 | 2 | 0 |
| 6. Financing, Insurance, Real Estate and Business Services | 57 | 226 | 414 | 3 | 3 | 6 |
| 7. Community, Social and Personal Services | 1 099 | 932 | 1 434 | 683 | 454 | 921 |
| Total | 2 340 | 2 601 | 5 922 | 1 180 | 980 | 1 942 |

*For applications received towards year-end, the approvals may take place in the following year. This explains why in some cases the number of imported workers approved is more than that applied for.

**Number of imported workers applied for and approved
under the SLS in 2010:
with breakdown by job title**

| Job title | Number of imported workers applied for | Number of imported workers approved |
|--|--|---|
| 1. Care Worker (Elderly Service) | 984 | 636 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 396 | 280 |
| 3. Gardening Worker | 76 | 40 |
| 4. Cook | 70 | 28 |
| 5. Machine Operator | 66 | 18 |
| 6. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker | 52 | 39 |
| 7. Quality Controller/ Inspector/ Control Supervisor | 50 | 14 |
| 8. Knitting Machine Operator | 47 | 20 |
| 9. Steel Fabricator/ Steel Worker | 43 | 16 |
| 10. Others | 556 | 89 |
| Total | 2 340 | 1 180 |

**Number of imported workers applied for and approved
under the SLS in 2011:
with breakdown by job title**

| Job title | Number of imported workers applied for | Number of imported workers approved |
|--|--|---|
| 1. Care Worker (Elderly Service) | 771 | 431 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 381 | 296 |
| 3. Welder | 120 | 0 |
| 4. Cook | 113 | 28 |
| 5. Gardening Worker | 105 | 38 |
| 6. Aircraft Cabin Cleaner | 80 | 0 |
| 7. Tunnel Miner | 80 | 0 |
| 8. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker | 49 | 27 |
| 9. Structural Steel Erector | 44 | 0 |
| 10. Others | 858 | 160 |
| Total | 2 601 | 980 |

**Number of imported workers applied for and approved
under the SLS in 2012:
with breakdown by job title**

| Job title | Number of imported workers applied for* | Number of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 1 233 | 864 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 379 | 428 |
| 3. Cellular Steel Special Piling Barge Operator | 180 | 109 |
| 4. Cook | 135 | 45 |
| 5. Underwater Stone Column Piling Barge Operator | 120 | 73 |
| 6. Gardening Worker | 107 | 87 |
| 7. Underwater Band Drain Special Barge Operator | 100 | 29 |
| 8. Welder | 83 | 1 |
| 9. High Voltage Overhead Transmission Lines Technician | 70 | 55 |
| 10. Others | 3 515 | 251 |
| Total | 5 922 | 1 942 |

*For applications received towards year-end, the approvals may take place in the following year. This explains why in some cases the number of imported workers approved is more than that applied for.

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

LWB(L)013

Question Serial No.

0576

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated under this Programme that there will be an increase of 10 posts in 2013-14. Please provide, in table form, the respective grade, duties and annual salary expenses of these posts, and explain what services will be improved following the creation of such posts.

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The information sought is provided as follows:

| Grade | No. of Posts | Annual Salaries (at mid-point) in \$million | Duties and Services provided |
|------------------|---------------------|--|--|
| Labour Officer | 7 | 5.6 | To provide secretariat support to the Standard Working Hours (SWH) Committee, including conducting consultation, launching public awareness and education campaigns, promoting public understanding of SWH, and conducting further SWH researches. |
| Clerical Officer | 1 | 0.2 | |
| Labour Officer | 2 | 2.0 | To set up and support a special task force comprising various stakeholders to undertake a study on improving protection for workers in high-risk occupations in relation to insurance, compensation for work injuries, therapy and rehabilitation. |
| Total: | 10 | 7.8 | |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding accidents in the catering industry, please provide a breakdown, by type of accidents and their percentage share among all catering accidents, the number of injuries/death and the amount of compensation claimed for work injuries in the past three years (i.e. 2010, 2011 and 2012).

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

In 2010, 2011 and the first three quarters of 2012, the number of industrial accidents in the food and beverage services was 7 541, 7 158 and 4 680 respectively. A breakdown by types of accidents is provided at Annex.

The amount of employees' compensation for work injuries payable in 2010, 2011 and 2012 in the food and beverage services was \$73.0 million, \$78.9 million and \$99.6 million respectively.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**Industrial Accidents in Food and Beverage Services in 2010, 2011 and
the First Three Quarters of 2012 - by Type of Accident**

| Type of Accident | 2010 | 2011 | First three quarters of 2012 | Total | % |
|--|--------------|--------------|---------------------------------|-------------------|---------------|
| Injured by hand tool | 1 862 | 1 663 | 1 050 | 4 575 | 23.6% |
| Contact with hot surface or substance | 1 729 | 1 652 | 1 090 | 4 471 | 23.1% |
| Slip, trip or fall on same level | 1 219 | 1 182 | 828 | 3 229 | 16.7% |
| Injured whilst lifting or carrying | 1 205 | 1 180 | 677 | 3 062 | 15.8% |
| Striking against fixed or stationary object | 735 | 713 | 537 | 1 985 | 10.2% |
| Striking against or struck by moving object | 341 | 334 | 239 | 914 | 4.7% |
| Others | 450 | 434 | 259 (1) | 1143 | 5.9% |
| TOTAL | 7 541 | 7 158 | 4 680 (1) | 19 379 (1) | 100.0% |

Note: The figure in bracket denote a fatal accident involving the fall of an electrician while repairing an air-conditioning plant on the roof of a catering establishment.

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

With regard to 2013-14, please provide the details including the specific work, manpower and expenditure involved respectively for preparing for the implementation of a new Statutory Minimum Wage (SMW) rate.

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The Labour Department (LD) will launch a new round of publicity and promotional activities in 2013-14 to prepare for the implementation of the new SMW rate. The activities include: broadcasting television and radio Announcements in the Public Interest through various media channels; advertising on public transports and in publications of target organisations; publishing leaflets and posters for wide distribution and display; inserting promotional message in public utilities bills; conducting seminars on the Minimum Wage Ordinance; staging roving exhibitions; and displaying banners for outdoor publicity. The estimated expenditure for publicising SMW in 2013-14 is \$2.9 million. These promotional activities will be launched as part of our various tasks, and the manpower involved is absorbed by the Department and is not separately accounted for.

In addition, LD will provide consultation service to employers and employees on their rights and obligations under the new SMW rate. LD will also launch targeted enforcement campaigns in the low-paying sectors to check employers' compliance with the new SMW rate. Complaints against suspected non-compliance will be promptly investigated. As LD's consultation service and law enforcement cover various labour laws, the manpower and expenditure for undertaking these work are absorbed by the Department and are not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information about the Protection of Wages on Insolvency Fund (PWIF):

- (a) Please provide a breakdown of the number of applications to PWIF by the time required to effect payment from 2008 to 2012.
- (b) Please provide a breakdown by industry of the number of applications to PWIF, the total amount claimed and the average amount of ex gratia payment made per application from 2008 to 2012.
- (c) Please provide the financial position of PWIF in the past five years (i.e. 2008-09, 2009-10, 2010-11, 2011-12 and 2012-13) and the estimated financial position in 2013-14.

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) Time required to effect payment for successful applications

| Payment Time | No. of Applications | | | | |
|-------------------------------|---------------------|-------|-------|-------|-------|
| | 2008 | 2009 | 2010 | 2011 | 2012 |
| 4 weeks or less | 4 295 | 5 802 | 3 844 | 3 741 | 2 767 |
| More than 4 weeks to 6 weeks | 460 | 676 | 345 | 106 | 105 |
| More than 6 weeks to 8 weeks | 139 | 209 | 98 | 38 | 15 |
| More than 8 weeks to 10 weeks | 17 | 30 | 72 | 1 | 0 |
| Total | 4 911 | 6 717 | 4 359 | 3 886 | 2 887 |

(b) Breakdown of applications received and the amount claimed by industry

| Year | Industry | No. of applications | Amount (\$ million) |
|------|--|---------------------|---------------------|
| 2008 | Restaurants | 1 217 | 19.4 |
| | Retail | 1 001 | 74.8 |
| | Construction | 760 | 18.7 |
| | Air transport | 693 | 79.4 |
| | Import and export trade | 497 | 39.8 |
| | Business services | 450 | 31.9 |
| | Others | 1 830 | 144.9 |
| | Total | 6 448 | 408.9 |
| 2009 | Food and beverage service activities* | 1 862 | 34.2 |
| | Import and export trade | 1 181 | 101.3 |
| | Construction | 947 | 28.8 |
| | Manufacture of wearing apparel | 315 | 42.9 |
| | Other personal service activities | 279 | 13.5 |
| | Retail trade | 272 | 19.9 |
| | Others | 2 404 | 180.7 |
| | Total | 7 260 | 421.3 |
| 2010 | Food and beverage service activities | 1 149 | 26.4 |
| | Construction | 697 | 17.3 |
| | Other personal service activities | 568 | 11.9 |
| | Import and export trade | 351 | 34.7 |
| | Motion picture, video and television programme production, sound recording and music publishing activities | 345 | 38.1 |
| | Sports and other entertainment activities | 199 | 8.3 |
| | Others | 1 144 | 90.2 |
| | Total | 4 453 | 226.9 |
| 2011 | Food and beverage service activities | 978 | 17.9 |
| | Construction | 642 | 21.9 |
| | Retail trade | 466 | 25.9 |
| | Import and export trade | 441 | 37.1 |
| | Manufacture of food products | 184 | 3.2 |
| | Financial service activities (except insurance and pension funding) | 108 | 34.3 |
| | Others | 910 | 55.7 |
| | Total | 3 729 | 196.0 |
| 2012 | Food and beverage service activities | 945 | 21.2 |
| | Construction | 448 | 13.4 |
| | Import and export trade | 427 | 44.1 |
| | Manufacture of wearing apparel | 149 | 21.1 |
| | Manufacture of textiles | 130 | 12.8 |
| | Retail trade | 129 | 8.8 |
| | Others | 748 | 54.6 |
| | Total | 2 976 | 176.0 |

* Starting from January 2009, the former industrial classification in respect of “Restaurants” has been renamed “Food and beverage service activities”.

The average amount of ex gratia payment made per approved application is given below. We do not keep a breakdown by industry.

| | | | | | |
|--------|----------|----------|----------|----------|----------|
| | 2008 | 2009 | 2010 | 2011 | 2012 |
| Amount | \$19,609 | \$25,933 | \$22,783 | \$19,137 | \$22,160 |

(c) Financial position of PWIF

| Year | Income (\$ million) | Expenditure (\$ million) | Surplus (\$ million) |
|------------------------------|------------------------|-----------------------------|-------------------------|
| 2008-09 | 471.2 | 153.7 | 317.5 |
| 2009-10 | 467.1 | 177.6 | 289.5 |
| 2010-11 | 537.7 | 108.1 | 429.6 |
| 2011-12 | 573.8 | 88.4 | 485.4 |
| 2012-13 (up to January 2013) | 523.9 | 72.6 | 451.3 |
| 2013-14 Estimates | 381.5 | 155.4 | 226.1 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding occupational accidents in the construction industry, please provide a breakdown of injury and fatal cases in the construction industry by type of accidents and their percentage share among all construction accidents, as well as the accident rate per 1 000 workers in the past three years (i.e. 2010-11, 2011-12 and 2012-13).

Asked by: Hon. CHIANG Lai-wan

Reply:

In 2010, 2011 and in the first three quarters of 2012, the number of industrial accidents in the construction industry was 2 884, 3 112 and 2 354 respectively. The corresponding accident rate per 1 000 workers was 52.1, 49.7 and 43.9, and a breakdown by types of accidents is set out at Annex.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**Industrial Accidents in Construction Industry in 2010, 2011 and
the First Three Quarters of 2012 by Type of Accident**

| Type of Accident | 2010 | 2011 | First three quarters of 2012 | Total | % |
|--|------------------|-------------------|---------------------------------|-------------------|---------------|
| Trapped in or between objects | 85 | 106 (1) | 91 | 282 (1) | 3.4% |
| Injured whilst lifting or carrying | 546 | 605 | 399 | 1 550 | 18.6% |
| Slip, trip or fall on same level | 573 | 634 | 556 | 1 763 | 21.1% |
| Fall of person from height | 406 (6) | 390 (10) | 304 (6) | 1 100 (22) | 13.2% |
| Striking against fixed or stationary object | 302 | 279 | 213 | 794 | 9.5% |
| Striking against or struck by moving object | 442 | 522 (3) | 401 (1) | 1 365 (4) | 16.3% |
| Stepping on object | 27 | 29 | 15 | 71 | 0.9% |
| Exposure to or contact with harmful substance | 7 | 20 | 14 | 41 | 0.5% |
| Contact with electricity or electric discharge | 7 (1) | 6 (2) | 14 (5) | 27 (8) | 0.3% |
| Trapped by collapsing or overturning object | 1 | 8 (2) | 4 | 13 (2) | 0.2% |
| Struck by falling object | 75 | 73 (3) | 44 | 192 (3) | 2.3% |
| Struck by moving vehicle | 7 | 13 | 6 | 26 | 0.3% |
| Contact with moving machinery or object being machined | 245 (2) | 216 | 153 | 614 (2) | 7.4% |
| Drowning | 0 | 1 (1) | 0 | 1 (1) | 0.01% |
| Exposure to fire | 5 | 11 | 4 | 20 | 0.2% |
| Exposure to explosion | 3 | 9 (1) | 3 | 15 (1) | 0.2% |
| Injured by hand tool | 102 | 116 | 75 | 293 | 3.5% |
| Injured by fall of ground | 0 | 1 | 4 (1) | 5 (1) | 0.1% |
| Contact with hot surface or substance | 20 | 20 | 19 | 59 | 0.7% |
| Injured by animal | 0 | 2 | 0 | 2 | 0.02% |
| Others | 31 | 51 | 35 | 117 | 1.4% |
| TOTAL | 2 884 (9) | 3 112 (23) | 2 354 (13) | 8 350 (45) | 100.0% |

Notes: (a) Figures in brackets denote the number of industrial fatalities.

(b) Percentages cannot be added up to 100% due to rounding of figures.

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Work Incentive Transport Subsidy (WITS) Scheme, would the Administration provide the following information:

- (a) Please set out the staff establishment and expenditure involved in 2013-2014.
- (b) Please set out the latest number of eligible applicants, estimated number of applicants, actual number of applicants, number of approved applicants and the amount of subsidy disbursed.
- (c) Has the Administration considered streamlining the application procedures and forms of WITS Scheme to attract more applications from the public?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) The WITS Division will have an establishment of 198 civil service posts and 100 non-civil service contract positions in 2013-14. The estimated expenditure for WITS Scheme in 2013-14 is \$577 million.
- (b) As the General Household Survey does not collect data about the asset levels of employed persons who meet the income limits and working hours requirement of WITS Scheme, we are not able to provide the number of eligible applicants and the estimated number of applicants. As at end-February 2013, WITS Scheme had received 80 544 applications involving a gross applicant count of 88 503. Processing of application was completed for 82 022 applicants (gross count), of whom 68 039 applicants (gross count) were granted the subsidy totalling \$264.5 million.
- (c) The option of individual-based applications will make WITS Scheme more flexible, accessible and user-friendly. For these applications, we will streamline the application procedures and simplify the application form.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme (YPTP&YWETS) of the Labour Department (LD), please advise this Committee on the following:

- (a) Please set out the expenditure and staff establishment for YPTP&YWETS under LD in 2013-14.
- (b) Please set out the number of trainees enrolled under YPTP&YWETS since its inception to 2012-13 and the cost for training each trainee.
- (c) Please set out the placement rates, average wages and the industry profile of the trainees upon completing the courses since YPTP&YWETS' inception to 2012-13.

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) In 2013-14, the estimated expenditure for implementing YPTP&YWETS is \$227.4 million. A team comprising 65 officers of LD will be responsible for the administration, promotion and monitoring of the service provision of YPTP&YWETS.
- (b) In September 2009, we enhanced and integrated YPTP and YWETS to become a “through-train” programme offering young people 12 months' employment support services covering pre-employment training, workplace attachment, on-the-job training, reimbursement of course and examination fees, and customised career guidance and employment support services provided by case managers who are professional social workers. The customised career guidance may be extended by another 12 months for trainees who have secured employment.

The integrated YPTP&YWETS operates on the basis of programme year, running from September each year to August of the following year. In the 2009/10, 2010/11 and 2011/12 programme years, YPTP&YWETS enrolled 15 543, 11 922 and 9 434 trainees respectively. As the 2012/13 Programme will end in August 2013, the full-year figure is not yet available.

The trainees of YPTP&YWETS may flexibly choose to attend the training courses and receive various employment support services in accordance with their interests and employment needs. The trainees participate in different activities of the programme and the duration of their participation also varies greatly. We do not have information on the training cost per person.

- (c) In the 2009/10, 2010/11 and 2011/12 programme years, 4 595, 4 228 and 3 341 trainees were placed into training vacancies under YPTP&YWETS respectively. Moreover, with the assistance of their case managers, some trainees could find jobs through their own efforts in the open market. Each year, YPTP&YWETS office conducts a trainee development survey on trainees who were enrolled on the programme and completed the 12 months' support services. The results of the surveys conducted for trainees of the 2009/10, 2010/11 and 2011/12 Programmes showed that 70.6%, 75.5% and 72.2% of the respective sampled trainees were in employment at the time of survey.

The average wages for training vacancies filled by trainees of the 2009/10, 2010/11 and 2011/12 Programmes were \$5,747, \$6,410 and \$7,047 respectively. A breakdown of the number of the trainees' placements by industry is provided as follows:

| Industry | No. of placements | | |
|--|---------------------------|---------------------------|---------------------------|
| | 2009/10 Programme Year | 2010/11 Programme Year | 2011/12 Programme Year |
| Community, social and personal service | 1 333 | 1 238 | 932 |
| Construction | 758 | 1 073 | 961 |
| Financing, insurance, real estate and business services | 460 | 278 | 244 |
| Government sector | 190 | 190 | 181 |
| Manufacturing | 169 | 185 | 128 |
| Transport, storage and communications | 509 | 561 | 318 |
| Wholesale, retail and import/export trades, restaurants and hotels | 950 | 658 | 544 |
| Others | 226 | 45 | 33 |
| Total | 4 595 | 4 228 | 3 341 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90-Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated that the Labour Department (LD) will set up a job centre in Tung Chung in 2013-14. Would the Administration advise this Committee on the following:

- (a) What are the service area of the LD job centre in Tung Chung and the expected number of people using these services? What are the expenditure and manpower involved?
- (b) What standards or criteria are adopted in determining whether a new LD job centre would be set up?
- (c) Has the Administration considered setting up more LD job centres in other districts?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) The Tung Chung job centre will provide free and comprehensive employment services to job seekers, including the provision of latest vacancy information and a wide range of job search facilities such as vacancy search terminals, computers with resume-building software, fax machines and employment resources corner. Job seekers may meet the employment officers in the job centre to obtain job search advice, the latest information of the employment market, training/retraining courses and employment programmes available, and/or to receive career aptitude assessment as appropriate. District-based job fairs will also be held in the job centre where participants can directly make applications to recruiting employers.

The Tung Chung job centre will provide employment services to all job seekers, in particular, those residing on Lantau Island which has a total population of about 100 000. About \$1.75 million has been earmarked for setting up the Tung Chung job centre in 2013-14. The estimated annual recurrent expenditure for operating the job centre is about \$5.4 million. There will be 12 staff working in the Tung Chung job centre.

- (b) & (c) At present, there is a network of 12 job centres located throughout the territory and job seekers can visit any one of them to make use of their services. Apart from approaching the job centres for employment services, job seekers may also register for employment services online, browse the latest vacancy information and make job applications with employers direct through the Interactive Employment Service website of LD. Registered job seekers may also call the Telephone Employment Service Hotline for arrangement of job referrals. In addition, user-friendly vacancy search terminals are installed at various locations of the territory to

facilitate job seekers to obtain vacancy information. A smartphone application has been developed so that job seekers can access LD's job vacancy database anytime and anywhere through smart phones or mobile reading devices. We have no plans at this stage to set up more job centres, in addition to the 12 existing job centres and the Tung Chung job centre referred to above.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Administration provide the following information to this Committee:

- (a) Please provide a breakdown of the respective figures by age, gender, industry, occupation and monthly earnings of able-bodied job seekers who secured placements through the employment services of the Labour Department (LD) in 2012-13.
- (b) Please provide a breakdown of the changes in average earnings by age, gender, industry and occupation of able-bodied job seekers who secured placements through the employment services of LD before and after the implementation of Statutory Minimum Wage (SMW) on 1 May 2011.

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) In 2012, LD secured 145 017 placements for able-bodied job seekers. Of these, 17 076 placements were secured through the referral services of LD while 127 941 placements were made through direct application by job seekers to employers who advertised their vacancies through LD. As job seekers who secured employment through direct application are not required to report their placement positions to LD, we do not have statistics on these placements. A breakdown of the 17 076 placements secured through the referral services of LD by age, gender, industry, occupation and earnings is provided as follows:

By age and gender

| Age | Male | Female | No. of placements |
|--------------|--------------|---------------|--------------------------|
| 15-19 | 955 | 1 418 | 2 373 |
| 20-29 | 3 726 | 4 085 | 7 811 |
| 30-39 | 842 | 1 264 | 2 106 |
| 40-49 | 752 | 1 881 | 2 633 |
| 50-59 | 591 | 1 269 | 1 860 |
| 60 or above | 145 | 148 | 293 |
| Total | 7 011 | 10 065 | 17 076 |

By industry

| Industry | No. of placements |
|--|--------------------------|
| Manufacturing | 990 |
| Construction | 258 |
| Wholesale, retail and import/export trades, restaurants and hotels | 8 761 |
| Transport, storage and communications | 781 |
| Financing, insurance, real estate and business services | 1 682 |
| Community, social and personal services | 3 423 |
| Others (including government sector) | 1 181 |
| Total | 17 076 |

By occupation

| Occupation | No. of placements |
|--|--------------------------|
| Managers and administrators | 131 |
| Professionals | 77 |
| Associate professionals | 953 |
| Clerical support workers | 3 850 |
| Service workers | 3 511 |
| Shop sales workers | 4 622 |
| Skilled agricultural and fishery workers | 49 |
| Craft and related workers | 315 |
| Plant and machine operators and assemblers | 247 |
| Elementary occupations | 3 220 |
| Others | 101 |
| Total | 17 076 |

By earnings

| Monthly earnings | No. of placements |
|-------------------------|--------------------------|
| Below \$4,000 | 1 276 |
| \$4,000 - \$4,999 | 844 |
| \$5,000 - \$5,999 | 733 |
| \$6,000 - \$6,999 | 1 726 |
| \$7,000 - \$7,999 | 2 851 |
| \$8,000 - \$8,999 | 3 766 |
| \$9,000 - \$9,999 | 2 494 |
| \$10,000 or above | 3 386 |
| Total | 17 076 |

- (b) We do not keep statistics on the average earnings of job seekers placed through the referral services of LD. We have information on the monthly earnings of the placements secured through our referral services from 1 January to 30 April in 2011 and 2012 which would give a picture of the earnings situation of the job seekers before and after the implementation of the SMW. A breakdown of the placements by monthly earnings in the periods is provided below:

| Monthly earnings | No. of placements (January – April 2011) | Percentage | No. of placements (January – April 2012) | Percentage |
|-------------------|--|-------------|--|-------------|
| Below \$4,000 | 804 | 14.8% | 399 | 7.8% |
| \$4,000 - \$4,999 | 176 | 3.3% | 177 | 3.5% |
| \$5,000 - \$5,999 | 593 | 11.0% | 183 | 3.6% |
| \$6,000 - \$6,999 | 940 | 17.3% | 531 | 10.4% |
| \$7,000 - \$7,999 | 1 021 | 18.8% | 985 | 19.3% |
| \$8,000 - \$8,999 | 877 | 16.2% | 1 120 | 21.9% |
| \$9,000 - \$9,999 | 451 | 8.3% | 746 | 14.6% |
| \$10,000 or above | 559 | 10.3% | 965 | 18.9% |
| Total | 5 421 | 100% | 5 106 | 100% |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Administration provide the following information to this Committee:

- (a) Please provide a breakdown of the respective figures by age, gender, industry, occupation and monthly earnings of job seekers with disabilities who secured placements through the employment services of the Labour Department (LD) in 2012-13.
- (b) Please provide a breakdown of the changes in average earnings by age, gender, industry and occupation of job seekers with disabilities who secured placements through the employment services of LD before and after the implementation of Statutory Minimum Wage (SMW) on 1 May 2011.

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) In 2012, LD secured 2 512 placements for job seekers with disabilities. A breakdown of the placements by age, gender, industry, occupation and monthly earnings is provided as follows:

By gender and age

| Age group | Male | Female | No. of placements |
|--------------|-------|--------|-------------------|
| 15-19 | 70 | 36 | 106 |
| 20-29 | 530 | 384 | 914 |
| 30-39 | 367 | 336 | 703 |
| 40-49 | 240 | 254 | 494 |
| 50-59 | 147 | 109 | 256 |
| 60 and above | 25 | 14 | 39 |
| Total | 1 379 | 1 133 | 2 512 |

By industry

| Industry | No. of placements |
|--|-------------------|
| Manufacturing | 202 |
| Construction | 18 |
| Wholesale, retail and import/export trades, restaurants and hotels | 941 |
| Transport, storage and communication | 109 |
| Financing, insurance, real estate and business services | 491 |
| Community, social and personal services | 485 |
| Others (including government sector) | 266 |
| Total | 2 512 |

By occupation

| Occupation | No. of placements |
|--|-------------------|
| Managers and administrators | 29 |
| Professionals | 19 |
| Associate professionals | 45 |
| Clerical support workers | 424 |
| Service workers | 687 |
| Shop sales workers | 667 |
| Agricultural and fishery workers | 12 |
| Craft and related workers | 21 |
| Plant and machine operators and assemblers | 22 |
| Elementary occupations | 573 |
| Others | 13 |
| Total | 2 512 |

By earnings

| Monthly earnings | No. of placements |
|-------------------|-------------------|
| Below \$3,000 | 726 |
| \$3,000 - \$3,999 | 274 |
| \$4,000 - \$4,999 | 266 |
| \$5,000 - \$5,999 | 289 |
| \$6,000 - \$6,999 | 290 |
| \$7,000 - \$7,999 | 325 |
| \$8,000 - \$8,999 | 224 |
| \$9,000 - \$9,999 | 64 |
| \$10,000 or above | 54 |
| Total | 2 512 |

- (b) We do not keep statistics on the average earnings of job seekers with disabilities placed by LD into employment. We have information on the monthly earnings of the placements from 1 January to 30 April in 2011 and 2012 which would give a picture of the earnings situation of the job seekers with disabilities before and after the implementation of the SMW. A breakdown of the placements by monthly earnings in the periods is provided below:

| Monthly earnings | No. of placements (January – April 2011) | Percentage | No. of placements (January – April 2012) | Percentage |
|-------------------|--|-------------|--|-------------|
| Below \$3,000 | 227 | 34.1% | 200 | 26.6% |
| \$3,000 - \$3,999 | 78 | 11.7% | 86 | 11.4% |
| \$4,000 - \$4,999 | 76 | 11.4% | 73 | 9.7% |
| \$5,000 - \$5,999 | 82 | 12.3% | 96 | 12.7% |
| \$6,000 - \$6,999 | 107 | 16.1% | 102 | 13.5% |
| \$7,000 - \$7,999 | 62 | 9.3% | 97 | 12.9% |
| \$8,000 - \$8,999 | 26 | 3.8% | 66 | 8.8% |
| \$9,000 - \$9,999 | 3 | 0.5% | 14 | 1.9% |
| \$10,000 or above | 5 | 0.8% | 19 | 2.5% |
| Total | 666 | 100% | 753 | 100% |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the consultation and conciliation cases and claims handled by the Labour Department (LD) in 2012-13, please provide a breakdown of the figures by cause.

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

In 2012, the Labour Relations Division (LRD) of LD conducted 68 594 consultation meetings. We do not keep a breakdown of these meetings by cause.

A total of 18 999 labour disputes (involving over 20 employees) and claims (involving 20 or less employees) were handled by LRD in 2012. Of these, 18 920 were claims, and a breakdown by cause is provided below:

| Cause | No. of claims |
|--|----------------------|
| Termination of contract | 9 985 |
| Non-payment of wages | 5 442 |
| Non-payment of holiday pay/ annual leave pay/ rest day pay/ sickness allowance | 1 674 |
| Cessation of business/ insolvency | 217 |
| Retrenchment/ lay-off | 70 |
| Variation of terms of employment contract | 49 |
| Others | 1 483 |
| Total | 18 920 |

Of the total 18 999 labour disputes and claims referred to above, LRD rendered conciliation service to 18 382 of them. The employers concerned in the remaining 617 cases were either insolvent or could not be reached for conciliation. We do not keep a breakdown of these conciliated cases by cause.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

There are two Youth Employment Resource Centres (YERCs) called Youth Employment Start (Y.E.S.) operated by the Labour Department (LD) to provide personalised advisory and support services on employment and self-employment to young people aged 15 to 29. In this connection, would the Administration advise this Committee on the following:

- (a) Please provide a breakdown of the estimated expenditure and details of staff establishment of the two YERCs in 2013-14.
- (b) Does the Administration lay down any criteria for evaluating and assessing the effectiveness of the YERCs? If yes, what is their effectiveness? If no, what are the reasons?
- (c) Does the Administration consider setting up more YERCs to strengthen the training for young people, enhance their employability and provide one-stop employment advisory service?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) In 2013-14, the estimated expenditure for operating the two YERCs is about \$16.7 million (excluding staff cost). The two YERCs are manned by a total of 12 LD officers, with 22 other staff provided by a non-governmental organisation through a service contract.
- (b) In 2012, 73 758 young people benefited from a wide range of services provided by the two YERCs, including career assessment and guidance, professional counselling, self-employment support, training on vocational skills and workshops on job search techniques. The services and activities provided helped young people enhance their employability and develop good work attitude, apart from facilitating their career planning and job search. We evaluated the service effectiveness through opinion surveys and focus group discussions. Our youth members found the training programmes and counselling services useful in mapping out their career path and pursuing self-employment.
- (c) The two YERCs will have the capacity to cater for further increase in service demand, and there is no plan to set up more YERCs at this stage. LD will closely monitor the employment needs of the young people to provide appropriate employment advisory services.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment of persons with disabilities, would the Administration please provide the following information:

- (a) Please set out, in the table below, the respective figures of persons with disabilities who secured placements through the employment services of the Labour Department (LD) from 2010-2011 to 2012-2013:

| Types of disabilities | 2010-11 | 2011-12 | 2012-13 |
|--|---------|---------|---------|
| (1) Mobility restrictions | | | |
| (2) Visual impairment | | | |
| (3) Hearing impairment | | | |
| (4) Speech impairment | | | |
| (5) Mental illness/emotional disorder | | | |
| (6) Autism | | | |
| (7) Specific learning difficulties | | | |
| (8) Attention deficit/hyperactivity disorder | | | |
| (9) Intellectual disabilities | | | |
| Total | | | |

- (b) Has the Administration considered adopting any new measures to facilitate or promote employment of persons with disabilities by government departments and public and private organisations?
- (c) Has the Administration considered introducing a “quota system for employing persons with disabilities” which requires enterprises to employ a specified percentage of persons with disabilities by legislation?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) In 2010, 2011 and 2012, LD secured 2 405, 2 403 and 2 512 placements for job seekers with disabilities respectively. A breakdown of the placements by disability groups is provided as follows:

| Disabilities \ Year | 2010 | 2011 | 2012 |
|---|-------|-------|-------|
| (1) Physical impairment (including mobility restrictions) | 239 | 200 | 225 |
| (2) Visual impairment | 57 | 67 | 68 |
| (3) Hearing impairment (including speech impairment) | 668 | 539 | 549 |
| (4) Ex-mental illness | 543 | 576 | 596 |
| (5) Autism ^ | - | 22 | 67 |
| (6) Special learning difficulties | 7 | 10 | 13 |
| (7) Attention deficit/hyperactivity disorder | 5 | 15 | 20 |
| (8) Intellectual disabilities | 580 | 666 | 675 |
| (9) Chronic illness | 306 | 308 | 299 |
| Total: | 2 405 | 2 403 | 2 512 |

^ LD started keeping the statistics on placements for persons with autism from 2011.

- (b) To promote the employment for persons with disabilities, thereby facilitating their self-reliance and integration into the community, the Administration is committed to providing employment support and vocational rehabilitation training for them so as to enhance their job skills and assist them in securing suitable employment commensurate with their abilities.

The Labour and Welfare Bureau (LWB) has all along requested bureaux/departments to proactively encourage public bodies and subvented organisations under their purview to formulate recruitment policy and measures for persons with disabilities. These measures may include formulating policies and procedures regarding the employment of persons with disabilities by drawing reference to those for the civil service; publishing the numbers of employees with disabilities in their annual reports; and giving priority in procuring products and services provided by rehabilitation organisations.

In 2013-14, the Social Welfare Department (SWD) will be allocated an annual recurrent provision of \$4.8 million to increase the job attachment allowance and wage subsidy for job trial under the “On the Job Training Programme for People with Disabilities” and the “Sunnyway – On the Job Training Programme for Young People with Disabilities”. The job attachment allowance will be raised from \$1,250 to \$2,000 per month, with a payment period of up to three months. The maximum monthly payment of the wage subsidy will increase from \$3,000 to \$4,000. The maximum payment period will be extended from three to six months.

Under the Work Orientation and Placement Scheme (WOPS) administered by LD, employers are encouraged to employ persons with disabilities fit for open employment through the provision of an allowance. An eligible employer joining WOPS is at present granted an allowance for employing and providing appropriate training, support and assistance to a person with disabilities. The amount of allowance is equivalent to two-thirds of the monthly salary of the employee with disabilities (subject to a maximum of \$4,000), and the payment period is up to six months. LD will further enhance WOPS by introducing a two-month work adaptation period in 2013-14. An employer who employs a person with disabilities having employment difficulties will be paid an additional allowance up to a maximum of \$5,500 per month for two months. After the two-month adaptation period, the employer will be

eligible for the allowance at existing level. In 2013-14, the estimated expenditure for implementing the new initiatives under WOPS is \$7.1 million.

In tandem, SWD will launch a new scheme providing subsidy to employers of persons with disabilities for procuring assistive devices and carrying out workplace modifications, in order to enable the employees with disabilities to discharge their duties at the workplace and enhance their work efficiency, as well as to encourage employers to employ more persons with disabilities. Employers of persons with disabilities are offered a one-off subsidy of up to \$20,000 for each employee with disabilities.

LWB, together with the Rehabilitation Advisory Committee and its dedicated sub-committee on employment, will continue to explore ways of improving employment opportunities for people with disabilities.

As far as the Government's role as an employer is concerned, we are committed to providing employment opportunities for persons with disabilities through enabling Government job applicants with disabilities to compete with other able-bodied applicants on equal grounds. Specifically, in the recruitment process, candidates with disabilities who meet the basic entry requirements for a post will not be subject to any shortlisting criteria and will be automatically invited to a selection interview/written examination. In addition, if any candidates with disabilities request special arrangements to attend an interview or a test in the recruitment exercise, the departments concerned will consider their request and make appropriate arrangement. Also, candidates with disabilities may be given an appropriate degree of preference for appointment if they are found suitable for taking up the Government posts.

The Government provides on-the-job assistance to officers with disabilities to facilitate them to carry out their duties. Such assistance may take the form of modifications of work areas and facilities, appropriate changes to job design or work schedules, provision of necessary equipment, etc.

- (c) According to studies by the European Commission in 2000 and the International Labour Organisation in 2003 on promotion of employment of persons with disabilities, a mandatory employment quota system has not been proven successful overseas in helping persons with disabilities to secure employment, and some countries have abolished their quota system. The prevailing trend is to move away from employment quota system to anti-discrimination legislation and enhanced support measures for persons with disabilities.

Under a mandatory employment quota system, persons with disabilities would be perceived as a liability, making them difficult to be accepted by their peers at work. This is not conducive to their integration into the community. We consider that persons with disabilities should be assisted to find appropriate jobs on the basis of their abilities rather than disabilities. Apart from providing vocational training and employment support for persons with disabilities, we will continue to adopt positive encouragement measures to enhance job opportunities for persons with disabilities, such as giving due recognition to good employers, sharing good practices and providing incentive and assistance to employers, etc.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government has been formally providing fully paid paternity leave for eligible civil servants since 1 April 2012. Would the Administration advise this Committee on whether the Government would consider initiating the formulation and adoption of more family-friendly employment practices (FFEP) within the civil service so as to promote the “employee-oriented” management culture for greater prevalence of FFEP among local enterprises?

Asked by: Hon. CHIANG Lai-wan

Reply:

The Administration aims to provide a family-friendly working environment to enable civil servants to cope with both work and family commitments. Under the principles of no additional staffing resources, no reduction in the conditioned hours of service of individual staff, no reduction in emergency services and the continued provision of some essential counter services on Saturdays, the Administration implemented the five-day week initiative by phases from July 2006 to improve the quality of civil servants' family lives without affecting the overall level and efficiency of government services or incurring additional costs to taxpayers.

The Administration continues to encourage bureaux/departments to explore possible ways to enable more staff to work a five-day week, subject to the aforesaid principles and after staff consultation. The Administration also continues to encourage the departments concerned to arrange staff to rotate to five-day week posts where operational and other circumstances permit.

The Administration has all along been encouraging local enterprises to adopt employee-oriented good people management measures including FFEP. In April 2012, the Administration provided paternity leave for employees in all bureaux/departments. The implementation has been smooth, and the feedback has been positive. While making the workplace family-friendly is a shared responsibility of the entire society, the Labour Department will through a wide range of publicity efforts continue to act as a facilitator in encouraging local enterprises to implement different types of FFEP having regard to their individual circumstances including company size, resources and culture. Based on a proposal agreed at the Labour Advisory Board and taking into account views expressed by Members of the Legislative Council Panel on Manpower, the Administration is working on a draft Bill to provide for a three-day paternity leave.

Name in block letters: CHEUK WING HING
Post Title: Commissioner for Labour
Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 –Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department stated that in 2013-14, there would be a plan for formulating details of the proposal on statutory paternity leave. Would the Administration advise this Committee on the progress and timetable for legislating for the provision of paternity leave?

Asked by: Hon. CHIANG Lai-wan

Reply:

Having consulted the Panel on Manpower of the Legislative Council (LegCo) in January 2013 on the proposal to legislate for paternity leave, we are drawing up details of the proposal with a view to taking forward the drafting of the relevant Bill. Our target is to introduce the Bill into LegCo in the 2013-14 legislative session.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The one-stop employment and training centre called “Employment in One-stop” (EOS) in Tin Shui Wai (TSW) commenced operation in December 2011. Would the Administration advise this Committee on the following:

- (a) The specific details of work of EOS in 2012-13 including the number of job seekers registered, job vacancies obtained, job referrals made, placements secured and recruitment activities organised.
- (b) What is the staff establishment of EOS and the expenditure involved in 2013-14?
- (c) Has the Administration assessed the effectiveness of EOS? If yes, what are the details? If no, what are the reasons?
- (d) Did the Government consider making improvements based on the experience gained in EOS in TSW, and extending the one-stop employment service to all the 18 districts of Hong Kong?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) The EOS in TSW provides free recruitment and employment services to employers and job seekers. As a pioneer one-stop employment and training centre, apart from providing a full range of self-help job search facilities and employment services available at various job centres of the Labour Department (LD), EOS also provides enhanced services such as the assessment of job seekers' employment needs through a needs assessment tool for provision of tailor-made employment services, and the provision of case management and employment support services by registered social workers to job seekers with special employment difficulties, including recipients of the Comprehensive Social Security Assistance (CSSA) referred from the Social Welfare Department (SWD). In addition, EOS co-organises with the Employees Retraining Board (ERB) training activities for enhancing the job search skills of needy job seekers.

In 2012, EOS recorded 53 287 visitors and 11 076 registered job seekers. Case management and employment support services were provided to 582 job seekers with special employment difficulties, including 533 unemployed able-bodied CSSA recipients referred from SWD and 49 needy job seekers. 44 784 job vacancies were received from employers in the Yuen Long District including TSW. A total of 56 job fairs were organised.

Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies via LD. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. As job seekers who have secured employment through direct application are not required to report their placement positions to LD, we only have information on the placements secured through referral services of LD. In 2012, 10 325 job referrals were made by EOS and 1 412 placements were secured through this means.

- (b) In 2013-14, the estimated expenditure for operating EOS is about \$9.0 million (excluding staff cost). A breakdown of LD staff in EOS is provided below:

| Post title | No. of staff |
|-----------------------------|---------------------|
| Senior Labour Officer | 1 |
| Labour Officer | 1 |
| Assistant Labour Officer I | 2 |
| Assistant Labour Officer II | 2 |
| Clerical Officer | 3 |
| Assistant Clerical Officer | 8 |
| Clerical Assistant | 3 |
| Programme Officer | 2 |
| Contract Clerk | 1 |
| Total: | 23 |

In addition, a non-governmental organisation will provide 15 staff through a service contract for rendering case management services.

- (c) We have been closely monitoring the performance of EOS on the basis of the number of visitors, job seekers registered, job referrals made, placements secured, recruitment activities organised and users' satisfaction with the services provided. We will conduct a review on the overall effectiveness of EOS after two years of operation.
- (d) Based on our assessment of the overall effectiveness of EOS, we will consider whether the service model should also be extended to job centres of other districts.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information about the Statutory Minimum Wage (SMW):

- (a) Please set out the manpower and expenditure involved in publicity, consultations and enforcement through inspections regarding the implementation of SMW in 2013-14.
- (b) What was the total number of enquiries on SMW or complaints against employers' non-compliance with the Minimum Wage Ordinance (MWO) received by the Labour Department (LD) in 2012-13 and what were the investigation results?
- (c) What was the total number of inspections conducted by LD for enforcing the MWO in 2012-13 and what were the inspection results?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) The estimated expenditure for publicising SMW in 2013-14 is \$2.9 million. The promotional activities will be organised as part of our various tasks and the manpower involved is absorbed by the Department and is not separately accounted for.

Regarding consultations and enforcement, as consultation service and inspections for SMW are undertaken by staff among other consultation and enforcement responsibilities, the manpower and expenditure incurred for SMW alone are absorbed by the Department and are not separately accounted for.

- (b) In 2012, LD held 261 SMW-related consultation meetings with enquirers. LD also received 84 complaints against suspected breaches of the MWO. Follow-up action on all such cases confirmed that employees of most cases had received SMW or recovered the shortfall of wages.
- (c) In 2012, LD conducted 36 807 workplace inspections to establishments of various trades to check employers' compliance with the MWO. Including reported cases, 55 cases involving suspected violations of the MWO were detected. Follow-up action on all such cases confirmed that employees of most cases had received SMW or recovered the shortfall of wages. LD issued 13 warnings to employers suspected to have contravened the MWO and secured 31 convictions against 7 employers for under-payment of SMW.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Employment Programme for the Middle-aged (EPM), would the bureau please provide the following information:

- (a) the expenditure and manpower for EPM under the Labour Department (LD) in 2013-14;
- (b) the number of applicants and their age as well as the number of placements since its inception up to 2012-13;
- (c) a breakdown by average wage and industry as well as the length of employment of participants under EPM since its inception up to 2012-13; and
- (d) whether the bureau has reviewed the effectiveness of EPM and examined measures to eliminate age discrimination in employment.

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) In 2013-14, the estimated expenditure for EPM is around \$14.3 million. While a centralised team of one Labour Officer, two Assistant Labour Officers and two clerical staff is responsible for overseeing and co-ordinating the implementation of EPM, case processing work is handled by staff of various job centres among their other duties. As such, the manpower involved in EPM is not separately accounted for.
- (b) EPM offers employers financial incentive for employing unemployed job seekers aged 40 or above in full-time jobs and providing them with on-the-job training. There is no need for the job seekers to make specific applications to LD for participating in EPM. We therefore cannot provide the number of job seekers applying for EPM and the breakdown as requested. Since its inception in May 2003 and up to 31 December 2012, there were 55 782 middle-aged job seekers placed into employment under EPM.
- (c) As employers who place vacancies with LD are not restricted to consider middle-aged job seekers exclusively, we do not have the required statistics in respect of participating employers. On the other hand, we have kept a breakdown of placements under EPM by salary range and industry since 2006 which is provided below:

By salary range

| Salary range | No. of placements | | | | | | |
|-------------------|-------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
| Below \$5,000 | 1 914 | 1 413 | 387 | 305 | 202 | 61 | 46 |
| \$5,000 - \$6,999 | 5 431 | 4 476 | 3 231 | 1 957 | 1 867 | 945 | 447 |
| \$7,000 or above | 2 389 | 2 593 | 2 637 | 1 745 | 1 861 | 1 828 | 2 007 |
| Total | 9 734 | 8 482 | 6 255 | 4 007 | 3 930 | 2 834 | 2 500 |

By industry

| Industry | No. of placements | | | | | | |
|---|-------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
| Real estate and business services | 2 510 | 2 014 | 1 383 | 884 | 926 | 676 | 540 |
| Community, social and personal services | 2 234 | 1 902 | 1 243 | 557 | 503 | 463 | 497 |
| Manufacturing | 1 210 | 1 204 | 868 | 499 | 494 | 403 | 318 |
| Wholesale and retail | 801 | 701 | 557 | 494 | 454 | 347 | 296 |
| Import and export trades | 639 | 539 | 473 | 422 | 437 | 316 | 184 |
| Restaurant and hotel | 558 | 530 | 471 | 303 | 284 | 168 | 155 |
| Construction | 501 | 505 | 312 | 241 | 189 | 100 | 135 |
| Transport, storage and communications | 285 | 253 | 311 | 181 | 186 | 85 | 91 |
| Others | 996 | 834 | 637 | 426 | 457 | 276 | 284 |
| Total | 9 734 | 8 482 | 6 255 | 4 007 | 3 930 | 2 834 | 2 500 |

- (d) We conduct retention survey from time to time to understand the retention status of job seekers placed into employment under EPM. According to a recent retention survey conducted in April 2012, about 77% of the cases were able to achieve a retention period of four months or above and 63% could remain in employment for six months or more.

The Administration attaches importance to safeguarding equal opportunities in employment. To this end, we have been encouraging employers to consider talent, not age in recruitment and employment. We have published the “Practical Guidelines for Employers on Eliminating Age Discrimination in Employment” for employers and employment agencies to adopt on a voluntary basis. Promotional activities are carried out by way of placing Announcements in the Public Interest and advertisements on the media (e.g. television, radio, etc.), as well as publishing and distributing guidelines and leaflets. We will continue our efforts in public education, publicity and self-regulation to enhance public awareness on this front, and strengthen training and re-training to enhance the employability of workers of all ages.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated under this Programme that the Labour Department (LD) has continued its promotional efforts to enhance the understanding of employers and foreign domestic helpers (FDHs) on their statutory and contractual rights and obligations. In this regard, would the Administration provide the following information:

- (a) Please set out the number of breaches of the Employment Ordinance (EO) or the Immigration Ordinance (IO) by FDHs and employers as well as the category of the offences committed in 2009-10, 2010-11, 2011-12 and 2012-13;
- (b) Are there any strategies, measures or inspections to reduce non-compliance of the EO or the IO by FDHs and employers?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) From 2009-10 to 2012-13 (up to January 2013), 25 FDH employers were convicted of offences relating to late payment or non-payment of wages, statutory holiday pay or annual leave pay, or default on the award of the Labour Tribunal under EO. In the same period, a total of 2 597 FDHs were convicted under IO of breach of condition of stay by taking up unapproved employment or overstaying, and 279 employers were convicted of employing a person who was not lawfully employable, aiding and abetting the breach of condition of stay of FDHs or failing to inspect the documents of a new employee. A breakdown of the number of convicted FDHs/employers in 2009-10, 2010-11, 2011-12 and 2012-13 is provided at Annex.
- (b) LD and the Immigration Department (ImmD) undertake various promotional activities targeting FDHs and their employers to ensure that they are aware of the relevant provisions in EO and IO and the consequences of breach. These activities include producing practical guides, leaflets and posters in FDHs' mother languages and staging roving exhibitions to promote the relevant provisions, producing a leaflet specifically for employers, placing advertisements in newspapers read locally by FDHs, and broadcasting Announcements in the Public Interest on television and radio. Relevant publicity materials in different languages are provided to the concerned consulates, FDH groups and non-governmental organisations as well. Apart from talks organised with the concerned consulates, information kiosks are also staged on FDHs' rest days at their popular gathering places to screen a publicity video and distribute information packs with useful reference materials. We also educate FDH employers and employment agencies through talks and seminars on matters relating to the employment

of FDHs.

In addition, the Administration takes rigorous enforcement action against any offences under EO and IO by FDHs and employers. LD and ImmD conduct inspections and mount joint operations to raid establishments suspected to have illegally employed FDHs. Prosecution action will be taken where appropriate.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**Number of Employers or Foreign Domestic Helpers (FDHs) Convicted under
the Employment Ordinance (Cap 57)(EO) or the Immigration Ordinance (Cap 115)(IO)**

| Year | Number of employers convicted under EO | Number of FDHs convicted under IO | Number of employers convicted under IO* |
|-----------------------------|--|-----------------------------------|---|
| 2009-10 | 8 | 629 | 54 |
| 2010-11 | 10 | 687 | 66 |
| 2011-12 | 4 | 629 | 79 |
| 2012-13 (up to Jan 2013) | 3 | 652 | 80 |
| Total | 25 | 2 597 | 279 |

*Included contractual employers and other persons employing FDHs who are not lawfully employable.

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in the Programme that targeted operations are mounted by the Labour Department (LD) with the Police and the Immigration Department (ImmD) to combat illegal employment for protecting the job opportunities of local workers. LD also launches publicity programmes to enhance public awareness of the serious consequences of employing illegal workers. In this connection, please provide the following information:

- (a) What were the specific work details of as well as the expenditure and staff establishment involved in combating illegal employment in 2012-13?
- (b) What are the specific work details of as well as the expenditure and staff establishment involved in combating illegal employment in 2013-14?
- (c) What were the numbers of cases of illegal employment, employers and illegal workers involved in 2009-10, 2010-11, 2011-12 and 2012-13?
- (d) Has the Administration assessed whether there are more unscrupulous employers who have employed illegal workers to avoid paying the minimum wage following the implementation of the Minimum Wage Ordinance (MWO)?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) In 2012, LD mounted 241 joint operations with ImmD and the Police to raid establishments suspected to have been involved in illegal employment. We also launched publicity campaigns to enhance public awareness of the serious consequences of employing illegal workers and encourage the reporting of suspected offences through the mass media, display of posters and advertisements on public transport, etc. The expenditure on such publicity activities in 2012-13 was \$132,000.

As labour inspectors enforce various labour laws in the course of their duties, the manpower and financial provision for combating illegal employment are absorbed by LD and cannot be separately identified.

- (b) In 2013-14, LD will continue to mount intelligence-based joint operations with other enforcement departments and launch territory-wide publicity activities through various channels to combat illegal employment. The provision earmarked for publicity is \$170,000.

- (c) The numbers of cases of suspected illegal employment detected by LD and the numbers of employers and illegal workers involved in the past four years were as follows:

| | 2009 | 2010 | 2011 | 2012 |
|--|------|------|------|------|
| Cases of suspected illegal employment detected | 363 | 300 | 220 | 269 |
| Number of employers involved | 256 | 203 | 132 | 166 |
| Number of illegal workers involved | 414 | 438 | 355 | 512 |

- (d) We do not observe any noticeable impact of the implementation of MWO on illegal employment activities.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the tackling of forced false self-employment, would the Administration advise on the following information:

- (a) Please set out the manpower and expenditure involved in tackling false self-employment in 2013-14;
- (b) Please set out the total number of complaints handled by the Labour Department (LD) involving false self-employment or employees who involuntarily signed self-employment contracts in 2009-10, 2010-11, 2011-12 and 2012-13, and the number of successful convictions; and
- (c) Since the implementation of the Statutory Minimum Wage (SMW), the problem of disputes involving false self-employment is getting more serious in the labour market. In this regard, has the Administration considered educating employees on how to protect their statutory rights in an employer-employee relationship through publicity and education programmes, and stepping up efforts in monitoring and tackling the employer-initiated signing of self-employment contracts by unwilling employees?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) As officers of LD enforce various labour laws in the course of their duty, the manpower and expenditure incurred on tackling "false self-employment" are absorbed by the Department and are not separately accounted for.
- (b) LD has started to collect statistics on false self-employment, be they voluntary or not, since October 2009. The number of complaints on false self-employment received and handled, and the number of convictions against the employers concerned for breaching the Employment Ordinance or the Employees' Compensation Ordinance are as follows:

| Year | No. of complaints received and handled | No. of convictions |
|-----------------|--|--------------------|
| 2009 (Oct –Dec) | 6 | 1 |
| 2010 | 6 | 3 |
| 2011 | 4 | 0 |
| 2012 | 13 | 0 |

- (c) Educating members of the public on the difference in the rights and benefits between an employee and a self-employed person has been part of LD's ongoing effort. In view of the implementation of the Minimum Wage Ordinance (MWO), we have stepped up our educational and publicity efforts on false self-employment through television and radio Announcements in the Public Interest, posters, leaflets, talks, advertisements on public transport and roving exhibitions. The number of claim cases involving false self-employment received by LD since the implementation of the MWO on 1 May 2011 is about one percent of all the claim cases received. This is similar to that recorded before the commencement of the MWO.

Since the implementation of SMW, LD has rigorously conducted workplace inspections to low-paying sectors to deter false self-employment cases. Employees suspected to have been deprived of their employment rights under the pretext of self-employment are well-advised to lodge complaints through LD's hotline. All complaints received will be promptly investigated and prosecution will be taken out whenever there is sufficient evidence

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information relating to the protection of occupational safety and health:

- (a) the details of the publicity, educational and promotional campaigns as well as inspection targeting various contraventions of the occupational safety and health codes in 2013-14;
- (b) the expenditure and manpower involved; and
- (c) whether the bureau has considered introducing measures targeting industries with more occupational injuries, such as catering, transport, manufacturing and construction industries, to enhance the awareness of occupational safety and health among employers and employees in these industries?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) On promotion and publicity, the Labour Department (LD) will organise large-scale promotional campaigns in 2013-14 to enhance the safety awareness of employers and employees in the construction and catering industries which recorded the largest number of industrial accidents. The campaigns will be launched in collaboration with the Occupational Safety and Health Council, major trade associations, labour unions concerned and other stakeholders. LD will also launch promotion and publicity programmes targeting other industries by staging safety seminars and talks, roving exhibitions, out-reaching promotional visits, and television and radio broadcast.

On education, LD will continue to provide training courses related to safety legislation to employees and organise safety talks on specific safety and health topics. LD will from time to time review the course content to suit the needs of the industry.

The targets of inspections and promotional visits to workplaces under the Factories and Industrial Undertaking Ordinance and the Occupational Safety and Health Ordinance in 2013 are 113 400 and 4 800 respectively. In addition to routine inspections, LD will launch special enforcement operations targeted at specific risks or accident-prone work situations as necessary.

- (b) As enforcement, education and publicity programmes on occupational safety are an integral part of LD's ongoing work, the expenditure is absorbed by the Department and is not separately accounted for.

- (c) The construction and catering industries are the major sectors of concern for occupational safety and health performance: the construction industry records the highest accident rate and number of fatalities, while the catering industry accounts for the largest number of accidents. LD has no plan to organise large-scale promotional programmes for other industries at this juncture. However, we shall publish industry-specific materials, leaflets and guidelines, and launch publicity and promotional programmes on a need basis.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information relating to government service contractors:

- (a) Please set out the number of workers hired by government service contractors in 2012-13, the posts or occupations involved, the government departments served, their average hourly wage and monthly salary, their average working hours and number of holidays.
- (b) Has the Administration conducted any study on the benefits and rights of workers hired by government service contractors to ensure that their average monthly salaries are not lower than those of similar industries and posts in the market aside, and consider requiring the contractors to provide them with other employees' benefits or allowances?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) Individual bureaux and departments may procure services for meeting their operational needs. As bureaux and departments administer and oversee service contracts under their purview, the Labour Department does not have information on the services procured by various bureaux / departments and the employment terms of the employees concerned.
- (b) The Administration currently has no plan to conduct studies on the employment rights and benefits of employees engaged by government service contractors. In respect of government service contracts relying heavily on the deployment of non-skilled workers, service contractors are required to provide one paid rest day in every seven days for their non-skilled workers employed following the implementation of the Statutory Minimum Wage on 1 May 2011. Specifications of other service contracts are decided by the procuring bureaux and departments concerned.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the support for the ethnic minorities, would the Administration provide the following information:

- (a) What targeted measures will the Administration take to help the ethnic minorities find jobs and improve their job skills in 2013-14? What are the expenditure and manpower involved?
- (b) Has the Administration conducted any studies on how to promote and facilitate the employment of more ethnic minorities by government organisations or private enterprises?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is as follows:

- (a) The Labour Department (LD) provides free and comprehensive employment services to help job seekers, including ethnic minority job seekers, find jobs through a network of 12 job centres, two industry-based recruitment centres, the Telephone Employment Service Centre, the Interactive Employment Service website and numerous vacancy search terminals located throughout the territory. In addition to a wide range of employment services available for all job seekers, LD has specifically set up resource corners and special counters to assist ethnic minority job seekers at all LD job centres. Tailor-made employment briefings are organised to help them better understand the local labour market situation and improve job search skills. Ethnic minority job seekers may also meet the employment officers in job centres to obtain job search advice and information on training/retraining courses, and/or to receive career aptitude assessment as appropriate. Those who have difficulties in finding jobs are encouraged to participate in various employment programmes to enhance employability. Youth of ethnic minorities having employment needs may also make use of a wide range of employment advisory and support services offered under the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme and the two Youth Employment Resource Centres. The employment advisory and support services provided to ethnic minority job seekers are provided as an integral part of the employment services of LD. The expenditure and manpower involved are absorbed by the Department and are not separately accounted for.

In addition to making use of the employment services of LD, ethnic minorities can also enrol in various courses provided by the Employees Retraining Board (ERB) if they fulfil the relevant entry requirements. Specifically, ERB plans to provide 26 dedicated training courses delivered in English to eligible ethnic minorities in 2013-14. A total of 800 training places for these courses will be offered with an estimated expenditure of about \$6 million.

- (b) LD has not commissioned any studies on the employment of ethnic minorities. We have been taking various measures to promote the employment of ethnic minorities. We advise employers placing vacancies with LD of the need to consider the genuine job requirement when specifying the language requirement. Moreover, we liaise with employers to canvass vacancies suitable for ethnic minority job seekers and encourage them to give employment opportunities to ethnic minorities. We also actively publicise our employment services and disseminate information on the job fairs to ethnic minorities through non-governmental organisations that work closely with them.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in paragraph 81 of the Budget Speech that “a feasible option for attracting new blood into the industries is to develop structured training programmes that link up enrolment of trainees, vocational training, job attachment and job matching. Such training programmes should be coupled with appropriate subsidies as incentives, and effective publicity. These will allow more young people and their families to have a better understanding of the industries concerned.” In this connection, did the Administration consider granting subsidies to industries with labour shortage such as the retail and catering industries for employing young people as well as providing training and allowance, so as to offer additional incentives to attract more young people to join those industries?

Asked by: Hon. CHIANG Lai-wan

Reply:

The Labour Department (LD) administers the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme (YPTP&YWETS) to enhance the employability and employment opportunities of young people aged 15 to 24 with educational attainment at sub-degree or below level. Under YPTP&YWETS, customised career guidance and employment support services offered by professional social workers, pre-employment training, workplace attachment, on-the-job training and reimbursement of course and examination fees are provided to young people. To encourage employers' participation, including employers of the retail and catering industries, training allowances are provided to employers who offer on-the-job training opportunities to the trainees.

In 2013-14, LD will enhance YPTP&YWETS by increasing the allowance payable to the employers so as to encourage them to offer young people more quality on-the-job training posts with higher remuneration. Starting from June 2013, if an employer employs a young person according to the requirements under YPTP&YWETS and pays him a monthly salary of \$6,000 or above, the allowance payable to the employer will be increased from \$2,000 to \$3,000 a month. The payment period of the training allowance is six to 12 months. To encourage participation in workplace attachment training under YPTP&YWETS, the allowance payable to a trainee who has completed the one-month attachment will be increased from \$2,000 to \$3,000.

In addition, a Recruitment Centre for the Catering Industry and a Recruitment Centre for the Retail Industry (the Centres) have been set up to provide employers in these industries with efficient recruitment services. Employers can make use of the Centres to stage job fairs and conduct on-the-spot interviews for job seekers. The recruitment activities organised at the Centres are well-received by young people, as over half of the job seekers attending on-the-spot interviews fall under the age cohort of 15-29.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the higher unemployment rate for young people aged 15 to 24, what specific and targeted measures will the Administration take to improve the unemployment situation of young people and raise their wages in the coming year?

Asked by: Hon. CHUNG Shu-kun, Christopher

Reply:

The Labour Department (LD) administers the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme (YPTP&YWETS) to enhance the employability and employment opportunities of young people aged 15 to 24 with educational attainment at sub-degree or below level. Under YPTP&YWETS, customised career guidance and employment support services offered by professional social workers, pre-employment training, workplace attachment, on-the-job training and reimbursement of course and examination fees are provided to young people. To encourage employers' participation, training allowances are provided to employers who offer on-the-job training opportunities to the trainees. Apart from YPTP&YWETS, LD operates two Youth Employment Resource Centres to provide personalised advisory and support services on employment and self-employment to young people aged 15 to 29.

In 2013-14, LD will enhance YPTP&YWETS by increasing the allowance payable to the employers to encourage them to offer young people more quality on-the-job training posts with higher remuneration. Starting from June 2013, if an employer employs a young person according to the requirements under YPTP&YWETS and pays him a monthly salary of \$6,000 or above, the allowance payable to the employer will be increased from \$2,000 to \$3,000 a month. The payment period of the training allowance is six to 12 months. Moreover, to encourage participation in workplace attachment training under YPTP&YWETS, the allowance payable to the trainee who has completed the one-month attachment will be increased from \$2,000 to \$3,000.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to promoting good people management practices through launching a new television Announcement in the Public Interest (API) and organising a large-scale seminar for employers and employees mentioned under the matters requiring special attention, would the Administration advise this Committee on:

- (a) details of the specific work and expenditure involved in the above plan for 2013-14;
- (b) whether their effectiveness will be assessed. If yes, what are the details? If no, what are the reasons?
- (c) the specific work details, information and expenditure involved in promoting good people management practices in the past three years (2010-11 to 2012-13)?

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) In 2013-14, the Labour Department (LD) plans to introduce a new set of television and radio API on work arrangements in times of typhoons and rainstorms in the second quarter of 2013 and organise a large-scale seminar for employers and employees to promote exemplary people management practices in the third quarter of 2013. The estimated expenditure of these activities is around \$540,000.
- (b) LD will collect feedback from participants of our promotional activities to help assess their effectiveness.
- (c) To promote good people management practices, we produced in 2010-11 a new television API on the differences in the rights and benefits between an employee and a self-employed person as well as a new video on family-friendly employment practices (FFEP). In 2011-12, we organised a seminar to promote employer-employee communication and dialogue among employers, employees and workers' unions. We also launched two new radio APIs and advertised on public transport to publicise the differences between an employee and a self-employed person, advertised on the Mass Transit Railway on the use of written employment contract, put out a leaflet on paternity leave, launched FFEP thematic promotional materials and placed newspapers advertisements on the same. In 2012-13, we produced a new set of television and radio API and a new poster to encourage the wider use of written employment contract, and adoption of fair and reasonable employment terms. Moreover, we advertised on public transport and displayed posters in various outlets on false self-employment, newspaper advertisements

on FFEP and a leaflet on five-day work week were produced. The expenditure involved in organising these activities in 2010-11, 2011-12 and 2012-13 was \$755,000, \$679,000 and \$827,000 respectively.

We also promote good people management practices through our network of nine industry-based tripartite committees and 18 Human Resources Managers Clubs covering different trades and industries and through various activities such as distributing publications, issuing feature articles, delivering talks and staging roving exhibitions. As these activities are an integral part of our efforts in promoting labour relations, the expenditure cannot be separately identified.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information about the Supplementary Labour Scheme (SLS) in the past five years (2008-09 to 2012-13):

- (a) The number of workers imported under the SLS each year
- (b) The nationalities of the workers imported under the SLS each year
- (c) The job titles of the workers imported under the SLS each year
- (d) The average wage of the industries with imported workers under the SLS each year
- (e) Has any assessment been made on the impact on the local labour market based on the above figures?
- (f) The expenditure involved in implementing the SLS each year.

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) The number of imported workers approved under the SLS was 1 082 in 2008, 797 in 2009, 1 180 in 2010, 980 in 2011 and 1 942 in 2012.
- (b) We do not have information on the nationality of these imported workers.
- (c)&(d) Under the SLS, imported workers must be remunerated at not less than the median monthly wages as promulgated by the Census and Statistics Department. A breakdown of the number of imported workers approved from 2008 to 2012 by job title and median monthly wage is at Annexes 1 to 5.
- (e) All applications under the SLS are put under the close scrutiny of the Labour Advisory Board to ensure a reasonable balance between allowing employers with genuine labour shortage to import workers and safeguarding the priority of local workers in filling the available job vacancies.
- (f) As operation of the SLS involves different work divisions of the Labour Department, the expenditure incurred for running the SLS is absorbed by the Department and is not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**Number of imported workers approved
under the SLS in 2008:
with breakdown by job title and median monthly wage**

| Job title | Number of imported workers approved | Median monthly wage by year end (\$) |
|--|---|---|
| 1. Care Worker (Elderly Service) | 522 | 6,940 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 205 | 9,460 |
| 3. Aircraft Maintenance Technician | 124 | 18,650 |
| 4. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker | 35 | 8,650 |
| 5. Knitting Machine Operator | 33 | 6,500 |
| 6. Gardening Worker | 19 | 8,230 |
| 7. Cook | 15 | 12,040 |
| 8. Quality Controller/ Inspector/ Control Supervisor | 14 | 16,440 |
| 9. Machine Operator | 13 | 8,480 |
| 10. Others | 102 | Not applicable [#] |
| Total | 1 082 | Not applicable [#] |

[#]Not applicable as many job titles were involved.

**Number of imported workers approved
under the SLS in 2009:
with breakdown by job title and median monthly wage**

| Job title | Number of imported workers approved | Median monthly wage by year end (\$) |
|--|---|---|
| 1. Care Worker (Elderly Service) | 295 | 7,110 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 276 | 8,680 |
| 3. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker | 31 | 8,500 |
| 4. Gardening Worker | 29 | 8,660 |
| 5. Knitting Machine Operator | 26 | 6,470 |
| 6. Cook | 19 | 11,320 |
| 7. Quality Controller/ Inspector/ Control Supervisor | 14 | 16,200 |
| 8. Machine Operator | 12 | 8,040 |
| 9. Care Worker (Disabled Service) | 9 | 7,110 |
| 10. Others | 86 | Not applicable [#] |
| Total | 797 | Not applicable [#] |

[#]Not applicable as many job titles were involved.

**Number of imported workers approved
under the SLS in 2010:
with breakdown by job title and median monthly wage**

| Job title | Number of imported workers approved | Median monthly wage by year end (\$) |
|--|---|---|
| 1. Care Worker (Elderly Service) | 636 | 7,590 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 280 | 8,740 |
| 3. Gardening Worker | 40 | 8,970 |
| 4. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker | 39 | 8,840 |
| 5. Cook | 28 | 11,560 |
| 6. Knitting Machine Operator | 20 | 6,580 |
| 7. Machine Operator | 18 | 7,800 |
| 8. Steel Fabricator/ Steel Worker | 16 | 11,670 |
| 9. Quality Controller/ Inspector/ Control Supervisor | 14 | 16,390 |
| 10. Others | 89 | Not applicable [#] |
| Total | 1 180 | Not applicable [#] |

[#]Not applicable as many job titles were involved.

**Number of imported workers approved
under the SLS in 2011:
with breakdown by job title and median monthly wage**

| Job title | Number of imported workers approved | Median monthly wage by year end (\$) |
|--|---|---|
| 1. Care Worker (Elderly Service) | 431 | 8,440 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 296 | 8,890 |
| 3. Gardening Worker | 38 | 9,220 |
| 4. Cook | 28 | 12,150 |
| 5. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker | 27 | 9,320 |
| 6. Quality Controller/ Inspector/ Control Supervisor | 24 | 16,440 |
| 7. Care Worker (Disabled Service) | 19 | 8,440 |
| 8. Knitting Machine Operator | 17 | 6,780 |
| 9. Buddha Statue Craftsman | 14 | 20,780 |
| 10. Others | 86 | Not applicable [#] |
| Total | 980 | Not applicable [#] |

[#]Not applicable as many job titles were involved.

**Number of imported workers approved
under the SLS in 2012:
with breakdown by job title and median monthly wage**

| Job title | Number of imported workers approved | Median monthly wage by year end (\$) |
|--|---|---|
| 1. Care Worker (Elderly Service) | 864 | 9,020 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 428 | 9,330 |
| 3. Cellular Steel Special Piling Barge Operator | 109 | 20,000 |
| 4. Gardening Worker | 87 | 9,600 |
| 5. Underwater Stone Column Piling Barge Operator | 73 | 20,000 |
| 6. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker | 66 | 9,930 |
| 7. High Voltage Overhead Transmission Lines Technician | 55 | 18,030 |
| 8. Cook | 45 | 12,170 |
| 9. Care Worker (Disabled Service) | 32 | 9,020 |
| 10. Others | 183 | Not applicable [#] |
| Total | 1 942 | Not applicable [#] |

[#]Not applicable as many job titles were involved.

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Work Incentive Transport Subsidy (WITS) Scheme, please provide the following information:

- The respective monthly number of applicants in 18 districts in Hong Kong since its implementation.
- The total expenditure since its implementation, including the funds disbursed and the administrative cost involved.
- The respective application success rate of 18 districts in Hong Kong.
- The number of rejected applications and the reasons.
- Will the Administration allocate more resources or manpower for processing WITS applications in anticipation of an increase in the number of applicants following the adoption of a “dual-track” approach? If yes, what are the details? If no, what are the reasons?
- Will the Administration consider raising the subsidy level in view of the implementation of an increased Statutory Minimum Wage (SMW) rate? If no, what are the reasons?

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- As at end-February 2013, WITS Scheme had received 80 544 applications involving a gross applicant count of 88 503. A monthly breakdown of applicants received by District Council (DC) district is set out at Annex 1.
- The total expenditure incurred for WITS Scheme from April 2011 to February 2013 is provided below.

| Item | Amount (\$million) |
|---------------------------------------|--------------------|
| Subsidy payment | 264.5 |
| Staff cost | 93.3 |
| Operating expenses | 11.4 |
| Accommodation and related expenditure | 2.4 |
| Publicity and promotion | 6.5 |
| Total | 378.1 |

- As at end-February 2013, processing of application was completed for 82 022 applicants (gross count), of whom 68 039 applicants (gross count) were granted the subsidy. A breakdown of application success rate by DC district is set out at Annex 2.

(d) As at end-February 2013, 1 226 applications were rejected for the following reasons:

| Reason | No. of applications |
|---|---------------------|
| Household asset limit being exceeded | 590 |
| Household income limit being exceeded | 507 |
| Insufficient supporting information | 129 |
| Travelling expenses not incurred in commuting to and from work | 92 |
| Applicant not being lawfully employed or self-employed | 57 |
| Applicant working less than 36 hours per month | 45 |
| Applicant being a full-time student or trainee not in employment | 26 |
| On-the-job transport allowance granted under the Transport Support Scheme | 7 |

More than one reason may be applicable to the same application.

- (e) The Finance Committee of the Legislative Council approved in February 2011 a non-recurrent commitment of \$4,805 million (time-limited up to 2014-15) for launching the WITS Scheme. The expenditure for implementing the enhanced Scheme during the remaining period up to 2014-15 will be absorbed within the outstanding balance of this commitment. We will monitor the caseload arising from the enhancement measures and strengthen our case processing capacity by filling up civil service and non-civil service contract vacancies as appropriate.
- (f) We will monitor relevant statistics in the General Household Survey and review and update the level of the subsidy where necessary.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

Work Incentive Transport Subsidy Scheme

Monthly breakdown of applicants received (gross applicant count)
by DC district

| DC district | No. of applicants received (gross applicant count) | | | | | |
|--|--|------------------|------------------|-----------------|------------------|---------------|
| | October 2011 | November 2011 | December 2011 | January 2012 | February 2012 | March 2012 |
| Central & Western | 98 | 34 | 22 | 27 | 11 | 28 |
| Eastern | 580 | 212 | 89 | 53 | 79 | 132 |
| Southern | 267 | 117 | 36 | 27 | 52 | 77 |
| Wan Chai | 71 | 14 | 21 | 4 | 8 | 13 |
| Kowloon City | 487 | 179 | 92 | 48 | 71 | 133 |
| Kwun Tong | 2 252 | 850 | 303 | 212 | 327 | 468 |
| Sham Shui Po | 1 135 | 375 | 199 | 110 | 155 | 240 |
| Wong Tai Sin | 1 111 | 368 | 192 | 121 | 127 | 210 |
| Yau Tsim Mong | 309 | 136 | 62 | 32 | 44 | 102 |
| Islands | 464 | 146 | 86 | 30 | 56 | 65 |
| Kwai Tsing | 1 806 | 540 | 261 | 149 | 175 | 324 |
| North | 788 | 276 | 123 | 79 | 110 | 139 |
| Sai Kung | 590 | 212 | 89 | 59 | 87 | 149 |
| Sha Tin | 1 039 | 441 | 160 | 115 | 127 | 228 |
| Tai Po | 411 | 149 | 66 | 36 | 49 | 82 |
| Tsuen Wan | 463 | 181 | 64 | 54 | 58 | 82 |
| Tuen Mun | 1 759 | 571 | 257 | 145 | 204 | 333 |
| Yuen Long | 2 066 | 786 | 294 | 178 | 288 | 411 |
| Outside Hong Kong | 57 | 24 | 12 | 5 | 6 | 10 |
| Information not provided by applicant | 2 | 7 | 3 | 2 | 6 | 3 |
| Total | 15 755 | 5 618 | 2 431 | 1 486 | 2 040 | 3 229 |

| DC district | No. of applicants received (gross applicant count) | | | | | |
|---------------------------------------|--|----------|-----------|-----------|-------------|----------------|
| | April 2012 | May 2012 | June 2012 | July 2012 | August 2012 | September 2012 |
| Central & Western | 85 | 55 | 32 | 28 | 25 | 24 |
| Eastern | 507 | 268 | 111 | 99 | 98 | 147 |
| Southern | 236 | 141 | 80 | 53 | 46 | 68 |
| Wan Chai | 63 | 31 | 13 | 14 | 8 | 11 |
| Kowloon City | 411 | 231 | 118 | 91 | 74 | 121 |
| Kwun Tong | 1 880 | 1 093 | 464 | 388 | 296 | 496 |
| Sham Shui Po | 996 | 468 | 218 | 222 | 169 | 287 |
| Wong Tai Sin | 982 | 495 | 214 | 208 | 148 | 244 |
| Yau Tsim Mong | 312 | 168 | 76 | 54 | 58 | 111 |
| Islands | 333 | 178 | 101 | 69 | 62 | 104 |
| Kwai Tsing | 1 326 | 733 | 330 | 274 | 227 | 326 |
| North | 646 | 319 | 183 | 144 | 127 | 167 |
| Sai Kung | 536 | 268 | 129 | 123 | 92 | 135 |
| Sha Tin | 861 | 501 | 223 | 208 | 142 | 259 |
| Tai Po | 363 | 179 | 73 | 71 | 65 | 101 |
| Tsuen Wan | 380 | 181 | 105 | 79 | 72 | 98 |
| Tuen Mun | 1 254 | 736 | 337 | 300 | 232 | 389 |
| Yuen Long | 1 503 | 995 | 455 | 342 | 328 | 459 |
| Outside Hong Kong | 62 | 37 | 15 | 19 | 11 | 20 |
| Information not provided by applicant | 9 | 5 | 0 | 1 | 3 | 3 |
| Total | 12 745 | 7 082 | 3 277 | 2 787 | 2 283 | 3 570 |

| DC district | No. of applicants received (gross applicant count) | | | | | |
|---------------------------------------|--|---------------|---------------|--------------|---------------|--------------------------------------|
| | October 2012 | November 2012 | December 2012 | January 2013 | February 2013 | Total (October 2011 – February 2013) |
| Central & Western | 76 | 37 | 29 | 33 | 18 | 662 |
| Eastern | 397 | 220 | 133 | 147 | 86 | 3 358 |
| Southern | 188 | 108 | 56 | 85 | 44 | 1 681 |
| Wan Chai | 42 | 35 | 15 | 20 | 7 | 390 |
| Kowloon City | 375 | 195 | 119 | 164 | 74 | 2 983 |
| Kwun Tong | 1 547 | 845 | 512 | 644 | 266 | 12 843 |
| Sham Shui Po | 825 | 473 | 331 | 376 | 181 | 6 760 |
| Wong Tai Sin | 737 | 435 | 232 | 291 | 149 | 6 264 |
| Yau Tsim Mong | 276 | 146 | 73 | 108 | 72 | 2 139 |
| Islands | 250 | 151 | 83 | 100 | 51 | 2 329 |
| Kwai Tsing | 1 164 | 580 | 385 | 413 | 218 | 9 231 |
| North | 535 | 323 | 176 | 253 | 129 | 4 517 |
| Sai Kung | 408 | 201 | 127 | 163 | 77 | 3 445 |
| Sha Tin | 707 | 405 | 241 | 254 | 168 | 6 079 |
| Tai Po | 289 | 174 | 82 | 103 | 70 | 2 363 |
| Tsuen Wan | 303 | 165 | 123 | 111 | 49 | 2 568 |
| Tuen Mun | 1 148 | 537 | 404 | 443 | 210 | 9 259 |
| Yuen Long | 1 216 | 668 | 440 | 501 | 238 | 11 168 |
| Outside Hong Kong | 47 | 30 | 18 | 16 | 7 | 396 |
| Information not provided by applicant | 4 | 2 | 2 | 6 | 10 | 68 |
| Total | 10 534 | 5 730 | 3 581 | 4 231 | 2 124 | 88 503 |

Work Incentive Transport Subsidy Scheme

Breakdown of application success rate by DC district as at end-February 2013

| DC district | No. of applicants with processing completed (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) | Success rate |
|---------------------------------------|---|---|--------------|
| Central & Western | 598 | 450 | 75.3% |
| Eastern | 3 104 | 2 497 | 80.4% |
| Southern | 1 539 | 1 264 | 82.1% |
| Wan Chai | 362 | 270 | 74.6% |
| Kowloon City | 2 747 | 2 297 | 83.6% |
| Kwun Tong | 12 063 | 10 110 | 83.8% |
| Sham Shui Po | 6 149 | 5 176 | 84.2% |
| Wong Tai Sin | 5 789 | 4 860 | 84.0% |
| Yau Tsim Mong | 1 944 | 1 508 | 77.6% |
| Islands | 2 181 | 1 867 | 85.6% |
| Kwai Tsing | 8 585 | 7 230 | 84.2% |
| North | 4 121 | 3 429 | 83.2% |
| Sai Kung | 3 177 | 2 476 | 77.9% |
| Sha Tin | 5 603 | 4 621 | 82.5% |
| Tai Po | 2 155 | 1 735 | 80.5% |
| Tsuen Wan | 2 377 | 1 887 | 79.4% |
| Tuen Mun | 8 652 | 7 352 | 85.0% |
| Yuen Long | 10 481 | 8 717 | 83.2% |
| Outside Hong Kong | 363 | 293 | 80.7% |
| Information not provided by applicant | 32 | - | - |
| Total | 82 022 | 68 039 | 83.0% |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding implementing integrated employment services at the “Employment in One-stop” (EOS) in Tin Shui Wai to enhance employment support to job seekers, please provide the following information:

- (a) The specific details of work of the centre and the expenditure involved in 2012-13.
- (b) The specific details of work of the centre and the expenditure involved in 2013-14.
- (c) Would the Administration assess the effectiveness of EOS? If yes, what are the details? If no, what are the reasons?
- (d) What is the number of beneficiaries, the placement rate and the occupation profile since launching the services?

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) The EOS in Tin Shui Wai provides free recruitment and employment services to employers and job seekers. As a pioneer one-stop employment and training centre, apart from providing a full range of self-help job search facilities and employment services available at various job centres of the Labour Department (LD), EOS also provides enhanced services such as the assessment of job seekers' employment needs through a needs assessment tool for provision of tailor-made employment services, and the provision of case management and employment support services by registered social workers to job seekers with special employment difficulties, including recipients of the Comprehensive Social Security Assistance (CSSA) referred from the Social Welfare Department (SWD). In addition, EOS co-organises with the Employees Retraining Board (ERB) training activities for enhancing the job search skills of needy job seekers. The estimated expenditure in 2012-13 for operating EOS is about \$8.7 million (excluding staff cost).
- (b) In 2013-14, EOS will continue to provide free recruitment and employment services to employers and job seekers with enhanced services. Case management and employment support services will also be provided to job seekers with special employment difficulties, including CSSA recipients referred from SWD. It will continue its collaboration with ERB in organising training activities for enhancing the job search skills of needy job seekers. The estimated expenditure for operating EOS is about \$9.0 million (excluding staff cost).

- (c) We have been closely monitoring the performance of EOS on the basis of the number of visitors, job seekers registered, job referrals made, placements achieved, recruitment activities organised and users' satisfaction with the services provided. We will conduct a review on the overall effectiveness of EOS after two years of operation.
- (d) In 2012, EOS recorded 53 287 visitors and 11 076 registered job seekers. Case management and employment support services were provided to 582 job seekers with special employment difficulties, including 533 unemployed able-bodied CSSA recipients referred from SWD and 49 needy job seekers.

Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies via LD. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. As job seekers who have secured employment through direct application are not required to report their placement positions to LD, we only have information on the placements secured through referral services of LD. In 2012, 10 325 job referrals were made by EOS and 1 412 placements were secured through this means. A breakdown of these placements by occupation is provided below:

By occupation

| Occupation | No. of placements |
|--|--------------------------|
| Managers and administrators | 8 |
| Professionals | 4 |
| Associate professionals | 57 |
| Clerical support workers | 213 |
| Service workers | 272 |
| Shop sales workers | 129 |
| Skilled agricultural and fishery workers | 4 |
| Craft and related workers | 39 |
| Plant and machine operators and assemblers | 31 |
| Elementary occupations | 644 |
| Others | 11 |
| Total | 1 412 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to setting up a job centre in Tung Chung under the matters requiring special attention, would the Administration advise this Committee on:

- (a) details of the specific work and expenditure involved in the plan for 2013-14 and the expected number of beneficiaries;
- (b) whether the effectiveness of the plan will be assessed. If yes, what are the details? If no, what are the reasons?
- (c) whether the Government has considered setting up similar job centres in other districts in the territory. If yes, what are the details and expected expenditure involved? If no, what are the reasons?

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) The Tung Chung job centre will provide free and comprehensive employment services to job seekers, including the provision of latest vacancy information and a wide range of job search facilities such as vacancy search terminals, computers with resume-building software, fax machines and employment resources corner. Job seekers may seek an interview with the employment officers in the job centre to obtain job search advice, the latest information of the employment market, training/retraining courses and employment programmes available, and/or to receive career aptitude assessment as appropriate. District-based job fairs will also be held in the job centre where participants can directly make applications to recruiting employers.

About \$1.75 million has been earmarked for the setting up of the Tung Chung job centre in 2013-14. The estimated annual recurrent expenditure for operating the job centre is about \$5.4 million. The Tung Chung job centre will provide employment services to all job seekers, in particular, those residing on Lantau Island which has a total population of about 100 000.

- (b) The effectiveness of the Tung Chung job centre will be evaluated on the basis of the number of visitors using the facilities of the job centre, the number of job seekers registered, the number of employment consultation sessions conducted, the number of placements secured as well as the number of recruitment activities organised and the number of participants in various employment and recruitment activities conducted.

- (c) At present, there is a network of 12 job centres located throughout the territory and job seekers can visit any one of them to make use of their services. Apart from approaching the job centres for employment services, job seekers may also register for employment services online, browse the latest vacancy information and make job applications with employers direct through the Interactive Employment Service website of the Labour Department (LD). Registered job seekers may also call the Telephone Employment Service Hotline for arrangement of job referrals. In addition, user-friendly vacancy search terminals are installed at various locations of the territory to facilitate job seekers to obtain vacancy information. A smartphone application has been developed so that job seekers can access LD's job vacancy database anytime and anywhere through smart phones or mobile reading devices. LD at this stage has no plan to set up more job centres, in addition to the 12 existing job centres and the Tung Chung job centre referred to above.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) provides free employment service to all job seekers. It provides assistance and counseling services to the unemployed and persons with disabilities; career guidance, pre-employment and on-the-job-training to young people; and the labour market information to all job seekers, including new arrivals and ethnic minorities. Please provide the following information:

- (a) What was the number of users of the free employment service in 2012-13 and the expenditure involved?
- (b) Will funds and manpower be set aside to cope with a sudden increase in the demand for the service?
- (c) What is the estimated number of users of the service for 2013-14 and the financial provision for the service?

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) In 2012, a total of 102 498 job seekers registered for free employment services. In the 2011/12 programme year (September 2011 to August 2012) of the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme (YPTP&YWETS), 9 434 trainees were enrolled and received pre-employment training, workplace attachment, on-the-job training and personalised career guidance. In 2012-13, the estimated expenditure for providing the full range of employment services is estimated at \$415.8 million.
- (b) In the event of a sudden surge in service demand, we will make redeployment of resources within LD to cater for the employment needs of the job seekers.
- (c) We estimate that 102 700 job seekers will register for free employment services in 2013. For YPTP&YWETS, we estimate that in the 2012/13 programme year, 10 000 trainees will be enrolled. In 2013-14, the estimated expenditure for providing the employment services is \$643.4 million.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to occupational safety, would the Administration advise this Committee on the following:

- (a) the number of industrial accidents (including heat stroke and fall from height) reported in each of the past three years (i.e. 2010-11 to 2012-13);
- (b) the number of inspections conducted in each of the past three years;
- (c) the number of warnings issued and prosecutions taken in each of the past three years;
- (d) the expenditure on prevention of industrial accidents in various areas (including education, promotion, etc.) in each of the past three years;
- (e) the specific work details of and expenditure involved in intensifying systematic preventive and enforcement measures in construction safety, as well as launching large-scale promotional programmes to raise the safety awareness of stakeholders in the construction and catering industries mentioned under the matters requiring special attention; and
- (f) whether the Administration will conduct evaluation of the above-mentioned activities?

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) The number of industrial accidents in 2010, 2011 and the first three quarters of 2012 was 14 015, 13 658 and 9 510, respectively. The corresponding number of fall-from-height accidents was 572, 551 and 403. In 2011 and 2012, the Labour Department (LD) respectively received 27 and 16 notifications from employers on occupational injury cases that are suspected to be related to heat stroke.
- (b) In 2010, 2011 and 2012, the number of inspections conducted was 124 010, 118 694 and 128 821 respectively.
- (c) In 2010, 2011 and 2012, the number of warnings issued was 30 826, 30 537 and 31 498 respectively and the number of prosecutions taken was 1 897, 1 909 and 2 515 respectively.
- (d) As prevention of industrial accidents in various areas is part of LD's ongoing work, the expenditure involved is absorbed by LD and is not separately accounted for.

- (e) In 2013-14, LD will, in conjunction with the Occupational Safety and Health Council, trade associations and other stakeholders, continue to promote the safety and health of our construction workforce through enforcement, training and publicity. To enhance the work safety of mega infrastructure projects, LD will identify systemic measures for preventing accidents at source through stepping up the scrutiny of safety audit reports and safety management systems of selected contractors and enhancing liaison with the project clients. LD will also launch special enforcement campaigns targeting high-risk processes such as work-at-height and electrical works. As the enforcement programme on occupational safety and health is part of LD's ongoing work, the expenditure involved is absorbed by LD and is not separately accounted for.

LD will launch two large-scale promotional programmes in 2013-14 to raise the safety and health awareness of employers and employees in the construction and catering industries. Both programmes will feature a territory-wide competition on safety and health performance, together with safety quizzes, roving exhibitions, promotional visits, television and radio broadcast, fun days and award presentation ceremonies. The promotional programme targeting the construction industry will be implemented between October 2013 and March 2014, and that for the catering industry between July 2013 and November 2013. We estimate that the programmes will involve some 200 construction sites and about 200 catering establishments. The expenditure on these promotional programmes will be about \$2 million and \$1.6 million respectively, which will be shared between LD and other co-organisers.

- (f) LD will evaluate the effectiveness of the above mentioned activities and deploy necessary resources to conduct enforcement and promotional programmes having regard to the prevailing concerns and needs of the working population.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Administration stated that targeted operations were mounted by the Labour Department (LD) in collaboration with the Police and the Immigration Department (ImmD) to combat illegal employment for protecting the job opportunities of local workers. LD also launched publicity programmes to enhance public awareness of the adverse consequences of employing illegal workers. Please provide the following information:

- (a) The number of operations mounted by the Police and the ImmD, the number of prosecutions taken out and expenditure involved in the past three years (2010-11 to 2012-13);
- (b) What were the specific work details of and expenditure involved in the targeted operations mounted and publicity programmes launched in 2012-13?
- (c) What are the specific work details of and estimated expenditure involved in the targeted operations to be mounted and publicity programmes to be launched in 2013-14?
- (d) Will the Administration assess the effectiveness of the operations? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) The numbers of joint operations conducted by LD, ImmD and the Police to combat illegal employment in the past three years were as follows:

| | 2010 | 2011 | 2012 |
|----------------------------|------|------|------|
| Number of joint operations | 217 | 193 | 241 |

Detected cases of illegal employment were referred to ImmD for further investigation and prosecution as appropriate. LD does not have statistics and information on the prosecution cases.

As labour inspectors enforce various labour laws in the course of their duties, the manpower and financial provision for combating illegal employment are absorbed by the Department and cannot be separately identified.

- (b) In 2012, LD mounted 241 joint operations with ImmD and the Police to raid establishments suspected to have been involved in illegal employment. We also launched publicity campaigns to enhance public awareness of the serious consequences of employing illegal workers and encourage the reporting of suspected offences through the mass media, display of posters and advertisements on public transport, etc. The expenditure on such publicity activities in 2012-13 was \$132,000.
- (c) In 2013-14, LD will continue to mount intelligence-based joint operations with other enforcement departments and launch territory-wide publicity activities through various channels to combat illegal employment. The provision earmarked for publicity is \$170,000.
- (d) Combating illegal employment is an on-going effort. We will constantly review the effectiveness of our enforcement actions including intelligence collection and identification of suspected establishments in conjunction with other law enforcement departments.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 –Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Statutory Minimum Wage (SMW) has been implemented for two years. Please provide the following information:

- (a) The number of inspections conducted by the Administration in 2012-13.
- (b) The number of non-compliance cases detected by the Administration in 2012-13.
- (c) The number of warnings issued by the Administration as well as the numbers of prosecutions and convictions in 2012-13.
- (d) Based on the above figures, will additional resources be allocated to conduct more educational work or inspections? If no, what are the reasons?
- (e) It is mentioned in the matters requiring special attention that the Administration will prepare for the implementation of a new SMW rate. What are the details of the specific work and expenditure involved?

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) In 2012, the Labour Department (LD) conducted 36 807 workplace inspections to establishments of various trades to check employers' compliance with the Minimum Wage Ordinance (MWO).
- (b) Including reported cases, 55 cases involving suspected violations of the MWO were detected in 2012. Follow-up action on all such cases confirmed that employees of most cases had received SMW or recovered the shortfall of wages.
- (c) In 2012, LD issued 13 warnings to employers suspected to have contravened the MWO, took out prosecution in 8 cases, and secured 31 convictions against 7 employers for under-payment of SMW.
- (d) Since the implementation of SMW on 1 May 2011, the state of compliance has been satisfactory. LD will continue to sustain public education and publicity campaigns as well as workplace inspections, and will flexibly deploy manpower to check employers' compliance as deemed necessary.

- (e) LD will organise a new round of publicity and promotional activities in 2013-14 to prepare for the implementation of the new SMW rate. The activities include: broadcasting television and radio Announcements in the Public Interest through various media channels; advertising on public transports and in publications of target organisations; publishing leaflets and posters for wide distribution and display; inserting promotional message in public utilities bills; conducting seminars on the MWO; staging roving exhibitions; and displaying banners for outdoor publicity. The estimated expenditure for publicising SMW in 2013-14 is \$2.9 million. In addition, LD will provide consultation service to employers and employees on their rights and obligations under the new SMW rate. As LD's consultation service covers various labour laws and matters relating to employment contracts, the expenditure incurred for implementing the new rate is absorbed by the Department and is not separately accounted for.

LD will also launch targeted enforcement campaigns in the low-paying sectors to check employers' compliance with the new SMW rate. Complaints against suspected non-compliance will be promptly investigated. As officers of LD enforce various labour laws in the course of duty, the expenditure for checking employers' compliance with the new SMW rate is absorbed by the Department and is not separately accounted for.

Name in block letters: CHEUK WING HING
Post Title: Commissioner for Labour
Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated that the Administration will set up a Special Committee on Standard Working Hours in 2013-14 to follow up the relevant policy. Please provide the following information:

- (a) What are the details of the plan? What is the expected legislation timetable?
- (b) What is the estimated financial commitment of the plan for 2013-14?
- (c) Will the Government release the review findings in phases? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) & (c) The Standard Working Hours (SWH) Committee will be set up to follow up on the Report of the Policy Study on SWH completed by the Labour Department last year and examine issues relating to employees' overtime work conditions/arrangements and legislating for SWH. The SWH Committee will serve as a platform for society to carry out informed and in-depth discussion on working hours with a view to building consensus and identifying the way forward. We are in the process of setting up the SWH Committee and cannot prejudge its deliberation on the need and timing of any legislative proposal or how it would keep the public informed of its work.
- (b) Provision of \$8.36 million is earmarked for 2013-14.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Has the Administration conducted any survey on the number of employees who have been granted 17 days of holidays and the percentage of these employees in total employment? Will the Administration consider conducting any study on or legislating for the provision of 17 days of statutory holidays in 2013-14? If yes, what are the expenditure and specific details involved? If no, what are the reasons? Could the Administration undertake to legislate in this regard?

Asked by: Hon. HO Chun-yan, Albert

Reply:

The Labour Department has commissioned the Census and Statistics Department to collect statistics on the percentage and characteristics of employees taking statutory holidays and general holidays in Hong Kong. Based on the data collected, an in-depth study on the impact of an increase in the number of statutory holidays will be conducted in 2013-14. As the study will be undertaken by existing staff among their other duties, the manpower and staff costs involved will be absorbed by the Department and will not be separately identified.

On the basis of the in-depth study, we will consult the Labour Advisory Board on the subject. Before the overall situation is thoroughly studied and deliberated, it would be premature for the Administration to prejudge on the question of whether to legislate in this regard.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to the occupational health clinics of the Labour Department (LD), would the Administration advise this Committee on the following for the past three years (2010-11 to 2012-13):

- (a) the number of patients who sought consultation related to working environment or industrial accidents (with a breakdown by age and sex); and
- (b) the diseases or injuries of the patients (with a breakdown by age and sex).

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) The numbers of patients attending the occupational health clinics of LD who were diagnosed to have diseases or injuries caused by, related to or aggravated by work in the past three years, with breakdown by sex and age of the patients, are set out in the following tables respectively:

By sex

| Sex | 2010 | 2011 | 2012 |
|--------------|---------------------|---------------------|---------------------|
| Male | 715 (35.5%) | 677 (35.7%) | 633 (33.3%) |
| Female | 1 301 (64.5 %) | 1 217 (64.3 %) | 1 267 (66.7 %) |
| Total | 2 016 (100%) | 1 894 (100%) | 1 900 (100%) |

By age

| Age Group | 2010 | 2011 | 2012 |
|--------------|---------------------|---------------------|---------------------|
| < = 20 | 3 (0.2%) | 3 (0.2%) | 3 (0.2%) |
| 21-40 | 553 (27.4%) | 416 (22.0%) | 433 (22.7%) |
| 41-60 | 1 416 (70.2%) | 1 411 (74.4%) | 1 386 (73.0%) |
| >60 | 44 (2.2%) | 64 (3.4%) | 78 (4.1%) |
| Total | 2 016 (100%) | 1 894 (100%) | 1 900 (100%) |

- (b) In the past three years, over 90% of patients attending the occupational health clinics of LD suffered from musculoskeletal diseases, and a breakdown of the patients with musculoskeletal diseases and other injuries by sex and age is set out in the following tables respectively.

(i) Musculoskeletal Disease

By sex

| Sex | 2010 | 2011 | 2012 |
|--------------|---------------------|---------------------|---------------------|
| Male | 691 (35.1%) | 618 (31.8%) | 624 (34.0%) |
| Female | 1 274 (64.9%) | 1 224 (68.2%) | 1 216 (66.0%) |
| Total | 1 965 (100%) | 1 842 (100%) | 1 840 (100%) |

By age

| Age | 2010 | 2011 | 2012 |
|--------------|---------------------|---------------------|---------------------|
| <=20 | 2 (0.1%) | 5 (0.3%) | 3 (0.2%) |
| 21-40 | 514 (26.2%) | 390 (21.2%) | 389 (21.1%) |
| 41-60 | 1 396 (71.0%) | 1 380 (74.9%) | 1 356 (73.7%) |
| >60 | 53 (2.7%) | 67 (3.6%) | 92 (5.0%) |
| Total | 1 965 (100%) | 1 842 (100%) | 1 840 (100%) |

(ii) Other injuries

By sex

| Sex | 2010 | 2011 | 2012 |
|--------------|-------------------|-------------------|-------------------|
| Male | 87 (56.5%) | 79 (46.7%) | 59 (31.4%) |
| Female | 67 (43.5%) | 90 (53.3%) | 129 (68.6%) |
| Total | 154 (100%) | 169 (100%) | 188 (100%) |

By age

| Age | 2010 | 2011 | 2012 |
|--------------|-------------------|-------------------|-------------------|
| <=20 | 0 (0.0%) | 0 (0.0%) | 1 (0.5%) |
| 21-40 | 51 (33.1%) | 36 (21.2%) | 49 (26.1%) |
| 41-60 | 100 (64.9%) | 123 (72.9%) | 135 (71.8%) |
| >60 | 3 (2.0%) | 10 (5.9%) | 3 (1.6%) |
| Total | 154 (100%) | 169 (100%) | 188 (100%) |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding false self-employment in the past three years (2010-11 to 2012-13), would the Administration advise this Committee on the following:

- (a) the figures on false self-employment and involuntary false self-employment detected;
- (b) the number of operations carried out and the expenditure involved;
- (c) the number of prosecutions and convictions; and
- (d) the details of the relevant educational and promotional work as well as the expenditure involved.

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) ensures employers' compliance with labour laws through conducting inspections to establishments to check, inter alia, whether there are false self-employment practices. Employees suspected to have been deprived of their employment rights under the pretext of self-employment are well-advised to lodge complaints through LD's hotline. Including complaints reported by the public, the number of false self-employment cases detected, whether concerning voluntary false self-employment or not, in the past three years is given below:

| | 2010 | 2011 | 2012 |
|---|-------------|-------------|-------------|
| No. of false self-employment cases detected | 11 | 4 | 13 |

- (b) In 2010, 2011 and 2012, the number of workplace inspections conducted by LD to establishments to check, inter alia, whether there are false self-employment practices is 140 267, 138 395 and 143 680 respectively. As officers of LD enforce various labour laws in the course of their duties, the expenditure incurred on tackling "false self-employment" is absorbed by the Department and is not separately accounted for.
- (c) In the past three years, the number of prosecutions taken and convictions secured by LD against employers who had engaged employees under the guise of self-employment for breaching the Employment Ordinance or the Employees' Compensation Ordinance is as follows:

| Year | No. of prosecutions | No. of convictions |
|-------------|----------------------------|---------------------------|
| 2010 | 72 | 72 |
| 2011 | 89 | 69 |
| 2012 | 53 | 25 |

- (d) Details of our educational and publicity efforts for enhancing public awareness of the difference in the rights and benefits between an employee and a self-employed person in the past three years and the expenditure involved are provided below:

| Year | Details of the educational and publicity efforts | Expenditure involved (\$) |
|-------------|--|----------------------------------|
| 2010-11 | Producing a television Announcement in the Public Interest (API), introducing a new leaflet, two new posters and promotional materials, issuing feature articles, delivering talks and staging roving exhibitions. | 477,000 |
| 2011-12 | Producing two radio APIs, broadcasting television and radio APIs, distributing leaflets and promotional materials, displaying posters, placing advertisements on minibuses and taxis, issuing feature articles, delivering talks and staging roving exhibitions. | 478,000 |
| 2012-13 | Broadcasting television and radio APIs, producing a new poster, distributing leaflets and promotional materials, issuing feature articles, placing advertisements on buses and taxis, delivering talks and staging roving exhibitions. | 367,000 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)052

Question Serial No.

2885

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Many people do not have a good understanding of the details of the Work Incentive Transport Subsidy (WITS) Scheme despite its implementation up to now. Enhancement measures of the WITS Scheme including the option of individual-based applications will be implemented. In this connection, what is the amount of resources earmarked for the publicity and promotion of the WITS Scheme?

Asked by: Hon. IP Kwok-him

Reply:

The Labour Department will continue to organise publicity activities to promote the enhanced WITS Scheme. A total of \$2.9 million has been earmarked for the publicity and promotion of the Scheme in 2013-14. The activities will include broadcasting television and radio Announcements in the Public Interest; advertising in newspapers and publications of target organisations; publishing leaflets and posters for wide distribution and display; inserting promotional message in water bills; publicising in job fairs, exhibitions and briefings for stakeholders; and displaying banners for outdoor publicity.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Preventive and enforcement measures in construction safety will be intensified in anticipation of the increase in the number of new works projects and expected growth in building maintenance works.

- (a) What is the amount of resources earmarked for addressing the above situation? What are the details?
- (b) The planned targets on the number of inspections and promotional visits under various ordinances are lower than the actual numbers in 2011 and 2012. What are the reasons? Are the planned targets adequate in light of the above situation?

Asked by: Hon. IP Kwok-him

Reply:

The information sought is provided as follows:

- (a) In anticipation of the increase in the number of new works projects, the Labour Department (LD) will identify systemic measures of preventing accidents at source through stepping up the scrutiny of safety audit reports and safety management systems of selected contractors and of enhancing liaison with project clients. To cope with the expected growth in building repair, maintenance, alteration and addition (RMAA) works, LD will continue to step up area patrols and inspections during office and outside office hours to deter contractors from adopting unsafe work practices. In collaboration with the Occupational Safety and Health Council, LD launched a pilot scheme last year to prompt the RMAA industry to improve the safety of their works sites through subsidising safety training of their employees and procurement of fall-arresting equipment. In addition, LD will launch special enforcement campaigns targeting high-risk processes such as work-at-height and electrical works in the construction industry.

Preventive and enforcement work is part of LD's occupational safety and health programme. The expenditure involved is absorbed by the Department and is not separately accounted for.

- (b) The target numbers of inspections and promotional visits are planned figures and LD will adjust the actual numbers of inspections and promotional visits in a year having regard to the prevailing hazards to work safety by launching special enforcement operations and promotional programmes. As an illustration, 128 821 inspections and 5 373 promotional visits were conducted in 2012 versus the original targets of 113 400 inspections and 4 800 promotional visits, owing to the need to curb the rise in construction and electrical work accidents.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Statutory Minimum Wage (SMW) rate will be revised to \$30 per hour. In this regard,

- (a) What is the amount of resources earmarked for the publicity and promotion of the new SMW rate?
- (b) What are the details of the arrangement or purpose of the targeted enforcement action to check employers' compliance with the new SMW rate? What is the estimated expenditure?

Asked by: Hon. IP Kwok-him

Reply:

The information sought is provided as follows:

- (a) In 2013-14, \$2.9 million has been earmarked for publicity and promotional activities to prepare for the implementation of the new SMW rate.
- (b) The Labour Department (LD) will launch targeted enforcement campaigns in the low-paying sectors to check employers' compliance with the new SMW rate. Complaints against suspected non-compliance will be promptly investigated. Officers of LD enforce various labour laws in the course of duty including among others checking employers' compliance with the new SMW rate. The expenditure involved in such checking is absorbed by the Department and is not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In the past three years (i.e. 2010-11, 2011-12 and 2012-13), how many claims filed at the Minor Employment Claims Adjudication Board (MECAB) were successful (with a breakdown by types of claims)? What was their percentage share in the total number of claims as well as the amount involved? In 2013-14, what is the estimated expenditure and manpower for the adjudication of minor employment claims?

Asked by: Hon. KWOK Wai-keung

Reply:

The total number of claims filed with MECAB as well as the amount claimed and awarded in the past three years are provided below.

| <u>Year</u> | <u>Number of claims filed</u> | <u>Total amount claimed</u> | <u>Total amount awarded</u> |
|-------------|-------------------------------|-----------------------------|-----------------------------|
| 2010 | 2 067 | \$8.8 million | \$4.9 million |
| 2011 | 1 878 | \$7.9 million | \$4.0 million |
| 2012 | 1 556 | \$6.7 million | \$3.1 million |

Each claim case may involve more than one claimant and each claimant may lodge more than one item of claim. Claimants may have different perception on whether their claims as a whole were completely, mainly or partially successful upon adjudication or settlement by MECAB. We are therefore not able to provide the figure sought, in the absence of objective criteria in classifying claims as successful or unsuccessful.

In 2013-14, MECAB has a provision of 20 staff to work on the adjudication of minor employment claims. The estimated expenditure for MECAB in 2013-14 is about \$10.6 million.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Administration advise this Committee on the following for the past five years (i.e. 2008 to 2012):

- (a) the number of trade unions registered under the Trade Unions Ordinance each year;
- (b) the respective numbers of requests for assistance and complaints in respect of trade unions received each year (a breakdown by type of requests for assistance, type of complaints and industry/occupation), as well as the average time spent on handling each case; and
- (c) the total number of staff responsible for work relating to trade unions and the estimated expenditure involved in 2013-14.

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- (a) The number of trade unions registered from 2008 to 2012 is as follows:

| Year | Number of Trade Unions Newly Registered | Number of Trade Union Federations Newly Registered | Total Number of Registered Trade Unions and Trade Union Federations (as at year end) |
|-------------|--|---|---|
| 2008 | 28 | 1 | 800 |
| 2009 | 22 | 0 | 816 |
| 2010 | 18 | 3 | 831 |
| 2011 | 15 | 1 | 844 |
| 2012 | 15 | 0 | 857 |

- (b) From time to time, officials or members of trade unions called the Registry of Trade Unions (RTU) for advice. We do not however keep the number of such requests for assistance.

The number of complaints in respect of trade unions received by RTU from 2008 to 2012 is as follows:

| 2008 | 2009 | 2010 | 2011 | 2012 |
|-------------|-------------|-------------|-------------|-------------|
| 2 | 2 | 3 | 4 | 4 |

As RTU receives only a handful of complaints each year, we do not propose to provide further information on these cases, since the trade unions may easily identify each other, to provide this may inadvertently reveal the identities of the unions concerned. The involved unions come from industries such as transportation, wholesale, construction, entertainment, public administration, information and communication. The types of complaints include meetings arrangements, financial management and members' rights.

The time required for handling each complaint depends on the nature and complexity of the matters involved. We do not keep statistics on the average time spent on handling each case.

- (c) In 2013-14, RTU has 16 staff responsible for work relating to trade unions. The estimated expenditure of the Registry for 2013-14 is about \$6.14 million.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information about the current operation of the Supplementary Labour Scheme (SLS):

- (a) The numbers of applications for importing workers under the SLS and the numbers of workers involved in the past five years (i.e. 2008-09, 2009-10, 2010-11, 2011-12 and 2012-13) (with a breakdown by gender, age, nationality, industry, job title, monthly wage level and working hours);
- (b) The numbers of workers successfully imported under the SLS and their proportions to the numbers applied for in the past five years (i.e. 2008-09, 2009-10, 2010-11, 2011-12 and 2012-13) (with a breakdown by gender, age, nationality, industry, job title, monthly wage level and working hours);
- (c) While allowing labour importation, did the Administration organise any training courses for these jobs to meet the labour market demand? If yes, what were the details and the expenditure involved? If no, what were the reasons? Are there any jobs for which importation of workers is no longer required due to sufficient local labour supply after suitable training courses have been organised? (please set out the job titles concerned);
- (d) Apart from organising training courses, did the Administration consider other measures to encourage employers to employ local workers? If yes, what were the details and the expenditure involved? If no, would the Administration make provision for conducting such a study; and
- (e) What are the estimated expenditure and manpower arrangement for processing applications under the SLS in 2013-14?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- (a)&(b) From 2008 to 2012, the Labour Department (LD) received 589, 561, 808, 745 and 947 applications respectively under the SLS. Individual applications under the SLS usually requested to import more than one worker. Applications in the above five years sought to import 2 440, 1 656, 2 340, 2 601 and 5 922 workers respectively. The corresponding number of imported workers approved was 1 082, 797, 1 180, 980 and 1 942, representing 44.3%, 48.1%, 50.4%, 37.7% and 32.8% of the respective number of imported workers applied for.

A breakdown of the number of imported workers applied for and approved from 2008 to 2012 by industry, job title and wage level is provided at Annexes 1 to 7.

We do not have information on the gender, age and nationality of these imported workers. The majority of them have a normal working time of either eight or nine hours per day. We do not have information on their actual working hours.

- (c) The LD refers applications under the SLS to the Employees Retraining Board for consideration of organising tailor-made training courses for local workers wherever appropriate. Possibly because the work nature and environment of the applications under the SLS were less appealing to local workers, no tailor-made training courses were organised for these applications from 2008 to 2012.
- (d) To address the problem of labour shortage, the construction industry has been making efforts in recent years to attract more local workers. The Administration allocated a total of \$320 million in 2010 and 2012 to support the Construction Industry Council (CIC) to strengthen the training for local construction personnel, which includes providing training allowances to the trainees for trades facing acute ageing, labour shortage and difficulties in recruiting new trainees. In addition, CIC grants subsidies for training expenses of contractors to provide training for the employed trainees on a “first-hire-then-train” basis to enable them to gain actual work experience on construction sites. These training efforts have begun to produce results.
- (e) The operation of the SLS involves different work divisions of the LD. The estimated expenditure and manpower involved will continue to be absorbed by the Department and are not separately accounted for.

Name in block letters: CHEUK WING HING
Post Title: Commissioner for Labour
Date: 3.4.2013

**Number of imported workers applied for and approved
under the SLS from 2008 to 2012:
with breakdown by industry**

| Industry | Number of imported workers applied for* | | | | | Number of imported workers approved* | | | | |
|--|---|-------|-------|-------|-------|--------------------------------------|------|-------|------|-------|
| | 2008 | 2009 | 2010 | 2011 | 2012 | 2008 | 2009 | 2010 | 2011 | 2012 |
| 1. Agriculture and Fishing | 305 | 437 | 479 | 502 | 496 | 229 | 311 | 311 | 344 | 507 |
| 2. Manufacturing | 585 | 149 | 369 | 350 | 373 | 132 | 87 | 124 | 98 | 140 |
| 3. Construction | 188 | 18 | 38 | 263 | 2 776 | 5 | 7 | 1 | 14 | 284 |
| 4. Wholesale, Retail and Import/ Export Trades, Restaurants and Hotels | 173 | 107 | 265 | 233 | 302 | 41 | 45 | 58 | 65 | 84 |
| 5. Transport, Storage and Communications | 152 | 10 | 33 | 95 | 127 | 125 | 2 | 0 | 2 | 0 |
| 6. Financing, Insurance, Real Estate and Business Services | 166 | 160 | 57 | 226 | 414 | 2 | 1 | 3 | 3 | 6 |
| 7. Community, Social and Personal Services | 871 | 775 | 1 099 | 932 | 1 434 | 548 | 344 | 683 | 454 | 921 |
| Total | 2 440 | 1 656 | 2 340 | 2 601 | 5 922 | 1082 | 797 | 1 180 | 980 | 1 942 |

*For applications received towards year-end, the approvals may take place in the following year. This explains why in some cases the number of imported workers approved is more than that applied for.

**Number of imported workers applied for and approved
under the SLS in 2008:
with breakdown by job title**

| Job title | Number of imported workers applied for | Number of imported workers approved |
|--|--|---|
| 1. Care Worker (Elderly Service) | 719 | 522 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 253 | 205 |
| 3. Aircraft Maintenance Technician | 140 | 124 |
| 4. Alloy Welder | 100 | 0 |
| 5. Anti-corrosion Lining Worker | 85 | 0 |
| 6. Knitting Machine Operator | 68 | 33 |
| 7. Cook | 48 | 15 |
| 8. Flue Gas Desulphurisation Specialist Welder | 45 | 0 |
| 9. Electric Arc and Gas Welder | 42 | 0 |
| 10. Others | 940 | 183 |
| Total | 2 440 | 1 082 |

**Number of imported workers applied for and approved
under the SLS in 2009:
with breakdown by job title**

| Job title | Number of imported workers applied for | Number of imported workers approved |
|--|--|---|
| 1. Care Worker (Elderly Service) | 540 | 295 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 370 | 276 |
| 3. Gardening Worker | 63 | 29 |
| 4. Cook | 45 | 19 |
| 5. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker | 39 | 31 |
| 6. Machine Operator | 27 | 12 |
| 7. Quality Controller/ Inspector/ Control Supervisor | 20 | 14 |
| 8. Care Worker (Disabled Service) | 19 | 9 |
| 9. General Sewing Machine Operator | 10 | 6 |
| 10. Others | 523 | 106 |
| Total | 1 656 | 797 |

**Number of imported workers applied for and approved
under the SLS in 2010:
with breakdown by job title**

| Job title | Number of imported workers applied for | Number of imported workers approved |
|--|--|---|
| 1. Care Worker (Elderly Service) | 984 | 636 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 396 | 280 |
| 3. Gardening Worker | 76 | 40 |
| 4. Cook | 70 | 28 |
| 5. Machine Operator | 66 | 18 |
| 6. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker | 52 | 39 |
| 7. Quality Controller/ Inspector/ Control Supervisor | 50 | 14 |
| 8. Knitting Machine Operator | 47 | 20 |
| 9. Steel Fabricator/ Steel Worker | 43 | 16 |
| 10. Others | 556 | 89 |
| Total | 2 340 | 1 180 |

**Number of imported workers applied for and approved
under the SLS in 2011:
with breakdown by job title**

| Job title | Number of imported workers applied for | Number of imported workers approved |
|--|--|---|
| 1. Care Worker (Elderly Service) | 771 | 431 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 381 | 296 |
| 3. Welder | 120 | 0 |
| 4. Cook | 113 | 28 |
| 5. Gardening Worker | 105 | 38 |
| 6. Aircraft Cabin Cleaner | 80 | 0 |
| 7. Tunnel Miner | 80 | 0 |
| 8. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker | 49 | 27 |
| 9. Structural Steel Erector | 44 | 0 |
| 10. Others | 858 | 160 |
| Total | 2 601 | 980 |

**Number of imported workers applied for and approved
under the SLS in 2012:
with breakdown by job title**

| Job title | Number of imported workers applied for* | Number of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 1 233 | 864 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 379 | 428 |
| 3. Cellular Steel Special Piling Barge Operator | 180 | 109 |
| 4. Cook | 135 | 45 |
| 5. Underwater Stone Column Piling Barge Operator | 120 | 73 |
| 6. Gardening Worker | 107 | 87 |
| 7. Underwater Band Drain Special Barge Operator | 100 | 29 |
| 8. Welder | 83 | 1 |
| 9. High Voltage Overhead Transmission Lines Technician | 70 | 55 |
| 10. Others | 3 515 | 251 |
| Total | 5 922 | 1 942 |

*For applications received towards year-end, the approvals may take place in the following year. This explains why in some cases the number of imported workers approved is more than that applied for.

**Number of imported workers applied for and approved
under the SLS from 2008 to 2012:
with breakdown by wage level**

| Monthly wage | Number of imported workers applied for | | | | | Number of imported workers approved | | | | |
|----------------------|--|-------|-------|-------|-------|-------------------------------------|------|-------|------|-------|
| | 2008 | 2009 | 2010 | 2011 | 2012 | 2008 | 2009 | 2010 | 2011 | 2012 |
| 1. \$6,000 or below | 135 | 54 | 40 | 66 | 7 | 18 | 2 | 13 | 0 | 0 |
| 2. \$6,001-\$8,000 | 1 116 | 718 | 1 282 | 829 | 284 | 639 | 393 | 739 | 559 | 193 |
| 3. \$8,001-\$10,000 | 444 | 502 | 552 | 974 | 2 166 | 216 | 295 | 309 | 300 | 1 342 |
| 4. \$10,001-\$12,000 | 150 | 107 | 230 | 173 | 244 | 37 | 24 | 56 | 49 | 11 |
| 5. \$12,001-\$14,000 | 152 | 60 | 71 | 144 | 240 | 12 | 26 | 27 | 25 | 46 |
| 6. \$14,001-\$16,000 | 101 | 85 | 33 | 69 | 202 | 19 | 9 | 8 | 5 | 41 |
| 7. \$16,001-\$18,000 | 21 | 30 | 69 | 62 | 267 | 6 | 18 | 19 | 26 | 24 |
| 8. \$18,001-\$20,000 | 146 | 19 | 20 | 66 | 1 537 | 128 | 1 | 0 | 1 | 282 |
| 9. Above \$20,000 | 175 | 81 | 43 | 218 | 975 | 7 | 29 | 9 | 15 | 3 |
| Total | 2 440 | 1 656 | 2 340 | 2 601 | 5 922 | 1 082 | 797 | 1 180 | 980 | 1 942 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) How many young people were provided with career counselling at the Youth Employment Resource Centres (YERCs) in 2012-13? (a breakdown by gender, age, educational attainment and residential district);
- (b) Among them, how many placements were achieved (a breakdown by gender, age, educational attainment, industry, occupation, mode of employment, salary and working hours);
- (c) Has the Administration assessed the effectiveness of YERCs? If yes, what are the assessment methods and results? If no, what are the reasons?
- (d) What is the estimated expenditure and staff establishment involved in operating YERCs in 2013-14?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- (a) In 2012, 7 276 young people were provided with career counselling at the two YERCs. A breakdown by gender, age, educational attainment and residential district is provided in the following tables respectively:

| Gender | No. of young people |
|---------------|----------------------------|
| Female | 3 783 |
| Male | 3 493 |
| Total | 7 276 |

| Age group | No. of young people |
|------------------|----------------------------|
| 15 - 19 | 5 751 |
| 20 - 24 | 1 151 |
| 25 - 29 | 374 |
| Total | 7 276 |

| Educational Attainment | No. of young people |
|-------------------------------|----------------------------|
| S.3 or below | 602 |
| S.4 - S.5 | 4 524 |
| S.6 - S.7 | 1 175 |
| Post secondary | 975 |
| Total | 7 276 |

| Residential District | No. of young people |
|---------------------------------|----------------------------|
| Central & Western District | 68 |
| Eastern District | 255 |
| Islands District | 24 |
| Southern District | 91 |
| Wan Chai District | 29 |
| Hong Kong District | 467 |
| Kowloon City District | 312 |
| Kwun Tong District | 839 |
| Sham Shui Po District | 467 |
| Tseung Kwan O District | 354 |
| Wong Tai Sin District | 642 |
| Yau Tsim Mong District | 201 |
| Kowloon District | 2 815 |
| Kwai Tsing District | 1 126 |
| Lantau District | 44 |
| North District | 176 |
| Sai Kung District | 69 |
| Shatin District | 538 |
| Tai Po District | 141 |
| Tsuen Wan District | 596 |
| Tuen Mun District | 480 |
| Yuen Long District | 824 |
| New Territories District | 3 994 |
| Total | 7 276 |

- (b) YERCs provide a wide range of personalised advisory and support services on employment and self-employment to young people aged 15 to 29 at various stages of career development. By providing these services, we aim at encouraging and enabling students and young people seeking jobs or already in employment to make early and better career planning. Many young people receiving the services do not have imminent employment needs.
- (c) In 2012, 73 758 young people benefited from a wide range of services provided by the two YERCs, including career assessment and guidance, professional counselling, self-employment support, training on vocational skills and workshops on job search techniques. The services and activities provided helped young people enhance their employability and develop good work attitude, apart from facilitating their career planning and job search. We evaluated the service effectiveness through

opinion surveys and focus group discussion and our youth members found the training programmes and counselling services useful in mapping out their career path and pursuing self-employment.

- (d) In 2013-14, the estimated expenditure for operating the two YERCs is about \$16.7 million (excluding staff cost). The two YERCs are manned by a total of 12 Labour Department officers, with 22 other staff provided by a non-governmental organisation through a service contract.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Did the Labour Department (LD) receive any requests for assistance or employment support services from socially withdrawn youth in the past three years (i.e. 2010-11, 2011-12 and 2012-13)? If yes, what were the details?
- (b) Has the Administration conducted any thorough surveys on socially withdrawn youth in Hong Kong? If yes, what were the scope and findings of the survey? If no, would the Administration consider conducting such a survey?
- (c) In 2013-14, would the Administration draw up tailor-made support measures for socially withdrawn youth who have difficulties in seeking job and securing employment? If yes, what are the details as well as the estimated expenditure and manpower? If no, what are the reasons?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- (a) LD provides employment advisory and support services to all young people, including socially withdrawn youth. We do not keep separate statistics on requests for assistance or employment support services from socially withdrawn youth.
- (b) & (c) The Social Welfare Department has commissioned three non-governmental organisations (NGOs) to each launch a pilot cyber youth outreaching project with funding support from the Lotteries Fund for three years starting from August 2011. Each project has been allocated a grant of \$5.2 million. The NGOs are given the flexibility to adjust the manpower and other related costs throughout the implementation period. The projects adopt the strategy of multi-level intervention and use various cyber means to proactively reach out to young people, in particular at-risk or socially withdrawn youth and provide counselling services to them. Those who are assessed to be in need of follow-up services will be linked up to the existing mainstream social services for better service synergy. Relevant data obtained from the pilot cyber youth outreaching project will help the Administration to draw up specific measures and assist socially withdrawn youth in seeking appropriate job opportunities.

Apart from the pilot cyber youth outreaching project, socially withdrawn youth having employment needs can make use of a wide range of employment services offered by LD to find work. The Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme provides comprehensive pre-employment training and on-the-job training for young people. Moreover, under a special employment project "Action S5", NGOs are commissioned to provide on-the-job training to youth with special employment

difficulties owing to low educational attainment, emotional/behavioural problems or learning difficulties for a period of 12 months. The approved commitment for implementing “Action S5” is \$33 million. We do not have a separate breakdown on the funding or manpower committed for providing such services to socially withdrawn youth.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information:

- (a) What are the number of registrations for employment service and the number of placements in respect of ex-mentally ill people recorded by the Labour Department (LD) in 2012-13? Please set out the figures by gender, age, educational attainment, occupation, mode of employment, salary and weekly working hours; and
- (b) In 2013-14, will there be any new initiatives to assist the ex-mentally ill people with their job search and employment? If yes, what are the details? Please provide the estimated expenditure and manpower involved.

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- (a) In 2012, LD recorded 679 registrations from job seekers with ex-mental illness who were fit for open employment. A breakdown of the number of registrations by gender, age and educational attainment is provided in the tables below respectively:

By gender

| Gender | No. of registrations |
|--------|----------------------|
| Male | 322 |
| Female | 357 |
| Total | 679 |

By age

| Age group | No. of registrations |
|--------------|----------------------|
| 15-19 | 14 |
| 20-29 | 155 |
| 30-39 | 222 |
| 40-49 | 207 |
| 50-59 | 72 |
| 60 and above | 9 |
| Total | 679 |

By educational attainment

| Educational attainment | No. of registrations |
|-----------------------------|----------------------|
| Primary level | 33 |
| Secondary level | 481 |
| Post secondary / University | 165 |
| Total | 679 |

In 2012, LD achieved 596 placements for job seekers with ex-mental illness. A breakdown of the number of placements by gender, age, occupation and monthly earnings is provided as follows:

By gender

| Gender | No. of placements |
|--------|-------------------|
| Male | 259 |
| Female | 337 |
| Total | 596 |

By age

| Age group | No. of placements |
|--------------|-------------------|
| 15-19 | 9 |
| 20-29 | 138 |
| 30-39 | 215 |
| 40-49 | 168 |
| 50-59 | 60 |
| 60 and above | 6 |
| Total | 596 |

By educational attainment

| Educational attainment | No. of placements |
|-----------------------------|-------------------|
| Primary level | 33 |
| Secondary level | 440 |
| Post secondary / University | 123 |
| Total | 596 |

By occupation

| Occupation | No. of placements |
|--|-------------------|
| Managers and administrators | 8 |
| Professionals | 5 |
| Associate professionals | 15 |
| Clerical support workers | 129 |
| Service workers | 149 |
| Shop sales workers | 185 |
| Agricultural and fishery workers | 0 |
| Craft and related workers | 6 |
| Plant and machine operators and assemblers | 2 |
| Elementary occupations | 94 |
| Others | 3 |
| Total | 596 |

By monthly earnings

| Monthly earnings | No. of placements |
|-------------------|-------------------|
| Below \$3,000 | 238 |
| \$3,000 - \$3,999 | 72 |
| \$4,000 - \$4,999 | 60 |
| \$5,000 - \$5,999 | 50 |
| \$6,000 - \$6,999 | 48 |
| \$7,000 - \$7,999 | 50 |
| \$8,000 - \$8,999 | 43 |
| \$9,000 - \$9,999 | 13 |
| \$10,000 or above | 22 |
| Total | 596 |

We do not have a breakdown of the number of placements by the mode of employment and the number of weekly working hours.

- (b) LD provides personalised employment services to job seekers with disabilities (including those with ex-mental illness) who are fit for open employment. LD also administers the Work Orientation and Placement Scheme (WOPS) which encourages employers to employ persons with disabilities through the provision of an allowance. An eligible employer joining WOPS is at present granted an allowance for employing and providing appropriate training, support and assistance to a person with disabilities. The amount of allowance is equivalent to two-thirds of the monthly salary of the employee with disabilities (subject to a maximum of \$4,000), and the payment period is up to six months. LD will further enhance WOPS by introducing a two-month work adaptation period in 2013-14. An employer who employs a person with disabilities having employment difficulties will be paid an additional allowance up to a maximum of \$5,500 per month for two months. After the two-month adaptation period, the employer will be eligible for the allowance at existing level. In 2013-14, the additional annual recurrent expenditure for the new initiatives for WOPS is \$7.1 million. The increase in workload arising from the implementation of the new initiatives will be absorbed by existing manpower.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Does the Administration have any plans to study the feasibility of introducing “training leave” for local employees in 2013-14? If yes, what are the details and the expenditure involved? If no, what are the reasons?

Asked by: Hon. KWOK Wai-keung

Reply:

The Administration has all along been encouraging employers to adopt “employee-oriented” good people management practices, which include adopting measures to facilitate their employees in receiving training in order to enhance their skills and the competitiveness of the company. We understand that many employers have made arrangements for their employees to receive training during working hours.

In contemplating any proposals to improve employees' benefits, we need to take into account the local socio-economic circumstances and to ensure that a reasonable balance is struck between employees' interests and employers' affordability. The Administration has no plan to legislate on training leave.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information:

- (a) the number of cases confirmed as occupational diseases (a breakdown by patients' age, industry, occupation and type of diseases) in the past three years (i.e. 2010-11, 2011-12 and 2012-13) in Hong Kong;
- (b) the average time required from the commencement to the completion of investigation into suspected cases of occupational diseases; and
- (c) whether any targeted preventive measures will be drawn up in 2013-14 to minimise employees' risk of suffering from occupational diseases in various trades? If yes, what are the details and estimated expenditure? If no, what are the reasons?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- (a) The most common occupational diseases in Hong Kong in the past three years were tenosynovitis of the hand or forearm, tuberculosis in health care workers, occupational deafness and pneumoconiosis. A breakdown of these diseases by occupation or industry in the past three years is provided below. The Labour Department (LD) does not keep a breakdown of these diseases by patients' age.
 - (i) Tenosynovitis of the hand or forearm

| | 2010 | 2011 | 2012 |
|--|------|------|------|
| Managers | 1 | 1 | 0 |
| Professionals | 5 | 4 | 3 |
| Technicians and associate professionals | 6 | 6 | 5 |
| Clerical support workers | 6 | 12 | 21 |
| Services and sales workers | 10 | 21 | 18 |
| Skilled agricultural, forestry and fishery workers | 0 | 1 | 0 |
| Craft and related trades workers | 4 | 6 | 3 |
| Plant and machine operators, and assemblers | 3 | 2 | 3 |
| Elementary occupations | 13 | 17 | 16 |
| Total | 48 | 70 | 69 |

(ii) Tuberculosis in health care workers

| | 2010 | 2011 | 2012 |
|---|------|------|------|
| Professionals | 9 | 10 | 11 |
| Technicians and associate professionals | 0 | 4 | 1 |
| Services and sales workers | 1 | 1 | 2 |
| Others | 1 | 2 | 1 |
| Total | 11 | 17 | 15 |

(iii) Occupational deafness

| | 2010 | 2011 | 2012 |
|---|------|------|------|
| Metal grinding | 10 | 38 | 27 |
| Metal percussion | 4 | 4 | 2 |
| Rock grinding, chiseling, cutting or percussion | 35 | 68 | 43 |
| Weaving or spinning | 3 | 2 | 0 |
| Using routing, planing, circular sawing machines or automatic lathes | 4 | 6 | 0 |
| Pile driving | 3 | 8 | 2 |
| Abrasive blasting operation | 0 | 0 | 2 |
| Crushing or screening of rock | 1 | 0 | 0 |
| Plastic materials granulation | 0 | 1 | 0 |
| Working near internal combustion engines, turbines, pressurized fuel burners or jet engines | 10 | 27 | 21 |
| Car body repair or making metal articles by manual hammering | 0 | 0 | 2 |
| Using paper corrugating machines | 0 | 1 | 0 |
| Using paper folding machines | 0 | 2 | 0 |
| Total | 70 | 157 | 99 |

(iv) Pneumoconiosis

| | 2010 | 2011 |
|------------------------------------|------|------|
| Construction | 61 | 76 |
| Ship manufacturing /sailing | 5 | 4 |
| Jade /gem stone polishing | 3 | 2 |
| Machine repairing/metal works | 0 | 2 |
| Electrical appliance manufacturing | 1 | 0 |
| Tombstone work | 1 | 0 |
| Others | 3 | 1 |
| Total | 74 | 85 |

[Note: Statistics of pneumoconiosis for 2012 is not yet available]

- (b) The time required from the patient's first attendance at LD's occupational health clinics to completion of the investigation of a suspected occupational disease varies according to the complexity of individual cases (e.g. the length of the patient's medical history, the number of medical reports required, and the need for conducting visits to the patient's workplace, laboratory tests and monitoring surveys, etc). In general, most of the investigations could be completed within three months.
- (c) LD has been promoting the awareness of the prevention of occupational and work-related diseases through health talks and seminars, educational publications, television and radio broadcast, feature articles in newspapers, promotional visits to workplaces, and educational videos on mobile advertising media. In 2013-14, we will continue to promote the prevention of musculoskeletal disorders among

office personnel, catering workers and transport workers. LD will also collaborate with the Occupational Safety and Health Council (OSHC), Pneumoconiosis Compensation Fund Board and Occupational Deafness Compensation Board to promote occupational health on pneumoconiosis and occupational deafness prevention. In addition, LD will collaborate with OSHC, Department of Health and relevant workers' unions to promote healthy lifestyle among professional drivers through various activities including group counselling by professional exercise trainer and dietitian. These promotional activities are part of LD's occupational safety and health programme and the expenditure and manpower involved are absorbed by the Department and are not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Administration please provide the following information:

- (a) The numbers of fatal and injury cases in the construction industry and the amount of compensation claimed for work injuries (a breakdown by type of accidents) in the past three years (i.e. 2010-11, 2011-12 and 2012-13) as well as the number of accidents involving new workers in employment for less than one year;
- (b) In 2013-14, does the Administration have any specific measures for encouraging more young people to join the construction industry so as to address the succession gap, and strengthening the occupational safety and health awareness and protection of new employees so as to minimise accidents? If yes, what are the details, implementation timetable, estimated expenditure and manpower arrangement as well as the planned targets of the relevant measures? If no, what are the reasons?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- (a) In 2010, 2011 and the first three quarters of 2012, there were 2 884, 3 112 and 2 354 industrial accidents in the construction industry and the corresponding number of fatality was 9, 23 and 13 respectively. A breakdown by types of accidents is provided at Annex. The amount of employees' compensation for work injuries payable in 2010, 2011 and 2012 in the construction industry was \$181.4 million, \$225.7 million and \$316.5 million respectively. The Labour Department (LD) does not keep information on the injured workers' length of service or experience in the construction industry.
- (b) The Development Bureau (DevB) has obtained approval from the Legislative Council for a total funding of \$320 million to support the Construction Industry Council (CIC) to strengthen its various training initiatives, including the Enhanced Construction Manpower Training Scheme (ECMTS), to enhance the skill levels of local workers and attract new entrants to the construction industry. CIC aims to train about 6 000 skilled workers under ECMTS by end of 2014. Taking into account ECMTS and other training initiatives, the estimated expenditure in the coming years is about \$250 million. Apart from existing staff, DevB will continue to employ an officer on non-civil service contract terms to assist in implementing promotion and publicity activities.

All construction workers are required by law to attend basic safety training before they can start work at construction sites. In collaboration with the major associations of the construction industry, LD launched a programme on caring of new workers in July 2012. Participating contractors would assign mentors to take care of new workers through providing site-specific safety training and orientation.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**Industrial Accidents in Construction Industry by Type of Accident
2010, 2011 and the First Three Quarters of 2012**

| Type of Accident | 2010 | 2011 | First three quarters of 2012 | Total |
|--|------------------|-------------------|-------------------------------------|-------------------|
| Slip, trip or fall on same level | 573 | 634 | 556 | 1 763 |
| Injured whilst lifting or carrying | 546 | 605 | 399 | 1 550 |
| Striking against or struck by moving object | 442 | 522 (3) | 401 (1) | 1 365 (4) |
| Fall of person from height | 406 (6) | 390 (10) | 304 (6) | 1 100 (22) |
| Striking against fixed or stationary object | 302 | 279 | 213 | 794 |
| Contact with moving machinery or object being machined | 245 (2) | 216 | 153 | 614 (2) |
| Injured by hand tool | 102 | 116 | 75 | 293 |
| Trapped in or between objects | 85 | 106 (1) | 91 | 282 (1) |
| Struck by falling object | 75 | 73 (3) | 44 | 192 (3) |
| Stepping on object | 27 | 29 | 15 | 71 |
| Contact with hot surface or substance | 20 | 20 | 19 | 59 |
| Exposure to or contact with harmful substance | 7 | 20 | 14 | 41 |
| Contact with electricity or electric discharge | 7 (1) | 6 (2) | 14 (5) | 27 (8) |
| Struck by moving vehicle | 7 | 13 | 6 | 26 |
| Exposure to fire | 5 | 11 | 4 | 20 |
| Exposure to explosion | 3 | 9 (1) | 3 | 15 (1) |
| Trapped by collapsing or overturning object | 1 | 8 (2) | 4 | 13 (2) |
| Injured by fall of ground | 0 | 1 | 4 (1) | 5 (1) |
| Injured by animal | 0 | 2 | 0 | 2 |
| Drowning | 0 | 1 (1) | 0 | 1 (1) |
| Others | 31 | 51 | 35 | 117 |
| TOTAL | 2 884 (9) | 3 112 (23) | 2 354 (13) | 8 350 (45) |

Note: Figures in brackets denote the number of industrial fatalities.

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)064

Question Serial No.

3076

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Of the complaints relating to imported workers investigated in 2012-13, how many were substantiated cases? What is their percentage share of the total number of cases and breakdown by job title? What are the numbers of arrests and convictions?

Asked by: Hon. KWOK Wai-keung

Reply:

In 2012, the Labour Department received 22 complaints involving imported workers under the Supplementary Labour Scheme. After investigation, four complaints involving care workers (elderly service) were substantiated, representing 18.2% of the complaints received. One of the employers was convicted for wage offences and fined \$20,000. Written warnings were issued to the other three employers who had duly rectified the irregularities (e.g. late payment of wages to imported workers by one or two days).

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Administration actually processed a total of 3 374 applications for payment under the Protection of Wages on Insolvency Fund (PWIF) in 2012. Please provide a breakdown of the figures by industry, job title and cause of application as well as the amount of payment involved. What was the average time required to process an application?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

Breakdown of applications and amount of payment by industry

| Industry | No. of applications | Amount of payment (\$ million) |
|--|---------------------|-----------------------------------|
| Food and beverage service activities | 1 039 | 14.4 |
| Construction | 521 | 6.7 |
| Import and export trade | 450 | 12.7 |
| Retail trade | 324 | 3.3 |
| Manufacture of wearing apparel | 160 | 5.6 |
| Water transport | 112 | 2.0 |
| Financial service activities (except insurance and pension funding) | 90 | 2.5 |
| Others | 678 | 16.8 |
| Total | 3 374 | 64.0 |

Breakdown of applications and the amount of payment by cause

| Cause # (Item owed) | No. of applications* | Amount of payment (\$ million) |
|--|----------------------|--------------------------------|
| Wages | 2 512 | 37.6 |
| Wages in lieu of notice | 1 932 | 18.4 |
| Severance payment | 709 | 8.0 |
| Pay for untaken annual leave and/or untaken statutory holidays | 12 | 0.03 |
| Total | - | 64.0 |

If an employee is owed wages, wages in lieu of notice, severance payment, pay for untaken annual leave and/or untaken statutory holidays by his insolvent employer, he or she may apply for ex gratia payment from PWIF.

* An application may involve more than one item owed.

We do not have the breakdown of applications and amount of payment by occupations.

For successful applications, the average time to effect payment was 2.1 weeks upon receipt of the information and documents required for processing the applications.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Statutory Minimum Wage (SMW) regime, please provide the following information:

- (a) The number of proactive inspections to workplaces conducted for overseeing the implementation of the Minimum Wage Ordinance (MWO) since its introduction (with a breakdown by industry and occupation). Were there any employers warned and prosecuted for contravening the MWO? If yes, please provide a breakdown of the numbers by industry and offence.
- (b) The Administration has expressed that targeted enforcement action will be undertaken to check employers' compliance with the new SMW rate. What are the details, estimated expenditure and manpower arrangement involved?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- (a) Since the implementation of SMW on 1 May 2011 and up to end-2012, LD conducted 60 834 workplace inspections to establishments of various industries to check employers' compliance with the MWO. A breakdown of inspections conducted by industry is given below:

| Industry | No. of Inspections |
|---------------------------|--------------------|
| Retail | 16 893 |
| Catering | 6 567 |
| Security service | 2 558 |
| Cleaning service | 1 183 |
| Nursing and elderly homes | 1 123 |
| Beauty parlour | 1 034 |
| Hairdressing | 603 |
| Courier service | 410 |
| Others | 30 463 |
| Total | 60 834 |

We do not keep a breakdown of inspections conducted by occupation.

During the same period, LD issued 27 warnings to employers suspected to have paid their employees wages below SMW. In addition, LD took out prosecutions against nine employers for underpayment of SMW. A breakdown of the warnings issued and prosecutions taken by industry is given below:

| Industry | No. of Warnings | No. of Prosecutions |
|---------------------------|-----------------|---------------------|
| Catering | 4 | 0 |
| Security service | 8 | 4 |
| Cleaning service | 3 | 1 |
| Retail | 2 | 0 |
| Nursing and elderly homes | 2 | 2 |
| Hairdressing | 2 | 0 |
| Beauty parlour | 1 | 1 |
| Courier service | 1 | 0 |
| Others | 4 | 1 |
| Total | 27 | 9 |

- (b) LD will launch targeted enforcement campaigns in low-paying sectors to check employers' compliance with the revised SMW rate. Complaints about suspected non-compliance will be promptly investigated. As officers of LD enforce various labour laws in the course of their duty, the manpower and financial provision required for enforcing the MWO are absorbed by the Department and are not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information:

- (a) The progress of the setting up of the Special Committee on Standard Working Hours and its exact operation date.
- (b) Are there any targets and time limit for the work of the Special Committee? If yes, what are the details? If no, what are the reasons?
- (c) Prior to the legislation for standard working hours, how does the Administration provide proper protection for workers undertaking overtime work without compensation?
- (d) In 2013-14, has the Administration drawn up any targeted measures to address and alleviate the problem of long working hours of local employees, and conduct relevant research to further look into the reasons for overtime work and impacts on the employees? If yes, what are the details and expenditure involved? If no, what are the reasons?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- (a) The preparatory work for the setting up of the Standard Working Hours (SWH) Committee is in full swing. The SWH Committee will commence work in the second quarter of 2013.
- (b) & (d) The SWH Committee to be set up will follow up on the Report of the Policy Study on SWH completed by the Labour Department last year and examine issues relating to employees' overtime work conditions/arrangements and legislating for SWH. We are in the process of setting up the SWH Committee and cannot prejudge its deliberation on its workplan as well as the need and timing for specific measures and research.
- (c) To protect employees from working prolonged hours without rest, the Administration promotes the importance of providing appropriate rest breaks for employees through the publication of a "Guide on Rest Breaks". To allow employees days off for taking rest, the Employment Ordinance (EO) has also provided for rest days, statutory holidays and paid annual leave. An employee whose employment contract provides for overtime pay is further protected by the EO against unlawful deduction or default, in that overtime pay is regarded as part of wages.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide a breakdown, by industry and occupation, of the numbers of fatal industrial accidents involving fall of person from height in the past three years (i.e. 2010-11, 2011-12 and 2012-13). In respect of these cases, were there any employers prosecuted and convicted for non-compliance? If yes, what were the details and penalties involved? In 2013-14, does the Administration have any plan to introduce a specific legislation providing for the work procedures, safety measures and criminal liability for works at height, so as to minimise those accidents? If yes, what are the details and timetable of the plan as well as the estimated expenditure and manpower arrangement involved?

Asked by: Hon. KWOK Wai-keung

Reply:

A breakdown of fatal industrial accidents involving fall of person from height by industry in the past three years is provided as below. The Labour Department (LD) does not keep information on the breakdown by occupation.

| Industry Section | 2010 | 2011 | 2012 |
|--|------|------|------|
| Construction | 6 | 10 | 12 |
| Transportation, storage, postal and courier services | 0 | 1 | 1 |
| Manufacturing | 0 | 0 | 1 |
| Accommodation and food services | 0 | 0 | 1 |
| Total | 6 | 11 | 15 |

In 2010 and 2011, the numbers of prosecutions concerning fatal industrial accidents related to working at height were 26 and 68 respectively. For cases in 2012, legal actions have yet to be finalised and 40 prosecutions have so far been initiated. The average conviction rate for this type of cases for the past three years was about 70%.

The breakdown of the average fine and the highest fine for the common offences arising from fatal industrial accident cases related to working at height are as follows:

| | 2010 | | 2011 | | 2012 | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|
| | Average fine | Highest fine | Average fine | Highest fine | Average fine | Highest fine |
| Failed to take adequate steps to prevent person from falling from height | \$22,500 | \$30,000 | \$25,000 | \$25,000 | \$22,200 | \$40,000 |
| Failed to provide and maintain safe plant and system of work | \$29,917 | \$120,000 | \$19,875 | \$50,000 | \$27,667 | \$60,000 |

The current occupational safety and health legislation imposes maximum fines of \$200,000 and \$500,000, plus imprisonment term, for failure to take adequate steps to prevent a person from fall from height and failure to provide and maintain safe plant and system of work respectively. LD will step up its preventive and enforcement efforts to promote and ensure the compliance with safety legislation related to work-at-height.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Supplementary Labour Scheme (SLS), would the Administration advise this Committee on the following:

- (a) The numbers of applications received and approved under SLS in the past three years (i.e. 2010 to 2012), as well as the industry profile of the approved applications.
- (b) Did the Administration assess what industries are facing the most serious labour shortage at present? Did the Administration consider appropriately relaxing the vetting criteria under the SLS and speeding up the processing procedures provided that the employment of local workers will not be affected? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. LAM Kin-fung, Jeffrey

Reply:

The information sought is provided as follows:

- (a) In 2010, 2011 and 2012, employers applied to import 2 340, 2 601 and 5 922 workers respectively under the SLS. The corresponding number of imported workers approved was 1 180, 980 and 1 942. A breakdown of the number of imported workers applied for and approved in 2010, 2011 and 2012 by industry is provided at Annex.
- (b) As a result of the robust economic performance in recent years, employers in some sectors (e.g. construction sector, elderly homes, retail trade and catering industry) have encountered difficulties hiring sufficient low-skilled workers in the local labour market. The SLS has been implemented since 1996 to allow importation of workers at technician level or below subject to the employers concerned showing that they cannot employ local workers to fill the vacancies. The Labour Advisory Board (LAB) has over the years reviewed and streamlined the vetting criteria and procedures under the SLS as appropriate (e.g. adjusting the manning ratio of local workers to imported workers for specific sectors), thereby addressing the staffing needs of the business sector and safeguarding local workers' priority in filling available job vacancies. LAB with equal numbers of representatives from the employer and employee groups is consulted on the individual SLS applications.

Name in block letters: CHEUK WING HING
Post Title: Commissioner for Labour
Date: 3.4.2013

**Number of imported workers applied for and approved
under the SLS in 2010, 2011 and 2012:
with breakdown by industry**

| Industry | Number of imported workers applied for* | | | Number of imported workers approved* | | |
|--|---|-------|-------|--------------------------------------|------|-------|
| | 2010 | 2011 | 2012 | 2010 | 2011 | 2012 |
| 1. Agriculture and Fishing | 479 | 502 | 496 | 311 | 344 | 507 |
| 2. Manufacturing | 369 | 350 | 373 | 124 | 98 | 140 |
| 3. Construction | 38 | 263 | 2 776 | 1 | 14 | 284 |
| 4. Wholesale, Retail and Import/ Export Trades, Restaurants and Hotels | 265 | 233 | 302 | 58 | 65 | 84 |
| 5. Transport, Storage and Communications | 33 | 95 | 127 | 0 | 2 | 0 |
| 6. Financing, Insurance, Real Estate and Business Services | 57 | 226 | 414 | 3 | 3 | 6 |
| 7. Community, Social and Personal Services | 1 099 | 932 | 1 434 | 683 | 454 | 921 |
| Total | 2 340 | 2 601 | 5 922 | 1 180 | 980 | 1 942 |

*For applications received towards year-end, the approvals may take place in the following year. This explains why in some cases the number of imported workers approved is more than that applied for.

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 –Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to the productivity assessment (assessment) mechanism for persons with disabilities under the Minimum Wage Ordinance (MWO), would the Administration advise this Committee on:

- (a) the number of persons undergoing the assessment per month since the implementation of the statutory minimum wage (SMW);
- (b) the lower quartile, median, average and upper quartile hourly wages after assessment; and
- (c) the total cost of assessments and all the relevant details since the implementation of SMW.

Asked by: Hon. LAU Wai-hing, Emily

Reply:

The information sought is provided as follows:

- (a) Since the implementation of SMW on 1 May 2011 and up to 28 February 2013, a total of 289 assessments were completed under the MWO, with monthly breakdown as follows:

| Year | Month | No. of assessments |
|------|-----------|--------------------|
| 2011 | May | 10 |
| | June | 36 |
| | July | 33 |
| | August | 26 |
| | September | 13 |
| | October | 24 |
| | November | 13 |
| | December | 15 |
| 2012 | January | 14 |
| | February | 4 |
| | March | 7 |
| | April | 10 |
| | May | 10 |
| | June | 10 |
| | July | 7 |
| | August | 7 |
| | September | 7 |
| | October | 16 |
| | November | 11 |

| Year | Month | No. of assessments |
|-------|----------|--------------------|
| | December | 7 |
| 2013 | January | 5 |
| | February | 4 |
| Total | | 289 |

- (b) Employees with disabilities whose productivity may be impaired by their disabilities are entitled to choose to have their productivity assessed and be remunerated at no less than a wage rate to be calculated by multiplying the assessed degree of productivity with the SMW rate. Of the 289 assessments referred to above, the lower quartile, median, average and upper quartile of the assessed degree of productivity were 60%, 70%, 71% and 80% respectively. With the SMW rate at \$28 per hour, the corresponding minimum wage levels were \$16.8, \$19.6, \$19.9 and \$22.4 respectively.
- (c) The assessments are conducted by approved assessors who are remunerated by the Labour Department at the rate of \$2,000 per assessment completed. The total sum of assessment fees involved for the 289 assessments referred to above was \$578,000.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Administration states that to promote equal employment opportunities, the Labour Department (LD) keeps up its publicity efforts in enhancing public awareness of the importance of eliminating age discrimination in employment. Please provide the following information:

- (a) The specific work details of and expenditure involved in 2012-13.
- (b) Did the Administration assess the effectiveness of these efforts? If yes, what are the details? If no, what are the reasons?
- (c) The estimated expenditure of the related efforts for 2013-14.
- (d) Will the Government consider commencing a study on the legislation for eliminating age discrimination in employment? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. LAU Wai-hing, Emily

Reply:

The information sought is provided as follows:

- (a) In 2012- 13, LD publicised the importance of eliminating age discrimination in employment through various channels. An Announcement in the Public Interest entitled "Count on talent not age in employment" was broadcast on television, radio, buses, trains and at commercial buildings. We also advertised on bus bodies, distributed promotional materials to related trade organisations and conducted briefing for human resource managers. The total expenditure on the publicity and educational work was about \$550,000.
- (b) A survey conducted from December 2008 to March 2009 indicated that the majority of employers had seen or heard of the publicity launched by the Government to encourage equal opportunity in employment. About 85% of the employers considered the publicity programme on television effective or average, and more than 90% considered the printed publicity materials effective or average.
- (c) We have earmarked about \$550,000 for education and publicity measures in 2013-14.
- (d) According to the survey referred to in (b) above, the great majority of the community did not consider age an important factor in employment and age discrimination in employment did not seem prevalent. We have no plan to introduce legislation on age discrimination in employment.

Name in block letters: CHEUK WING HING
Post Title: Commissioner for Labour
Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding formulating details of the proposal on statutory paternity leave as mentioned under matters requiring special attention, would the Administration advise this Committee on the following:

- (a) What is the expenditure incurred by the Government after the provision of 5-day statutory paternity leave to civil servants since 1 April 2012. How many civil servants have applied for paternity leave since 1 April 2012?
- (b) Has any assessment been made on the respective number of persons and amount of expenditure involved in implementing 3-day or 5-day statutory paternity leave in Hong Kong? Please provide relevant figures for illustration. If no, what are the reasons?
- (c) Will the Administration conduct regular review of the above plan after implementation? If yes, what is the timetable? If no, what are the reasons?
- (d) When is the proposal expected to be introduced into the Legislative Council (LegCo) for legislative purpose?

Asked by: Hon. LAU Wai-hing, Emily

Reply:

The information sought is provided as follows:

- (a) Since the implementation of the paternity leave scheme for eligible government employees on 1 April 2012, a total of 2 101 government employees (including 2 010 civil servants and 91 non-civil servants) took paternity leave within the nine-month period up to 31 December 2012. All bureaux/departments were able to absorb the manpower implications arising from the implementation of the scheme without incurring additional resources.
- (b) According to an assessment conducted previously, it is estimated that around 49 200 working fathers whose children are born in Hong Kong would benefit from statutory paternity leave. The cost of granting three days and five days of paternity leave is estimated to be \$140 million and \$240 million per annum respectively.
- (c)&(d) Based on a proposal agreed by the Labour Advisory Board, the Administration is working on a draft Bill on statutory paternity leave and aims to introduce it into LegCo in the 2013-14 session. The Labour Department will review the implementation of the law on paternity leave one year after it has come into operation.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The revised financial provision under this Programme for 2012-13 is reduced by 69.3% over the original estimate. Please advise on the specific items with reduced expenditure and any reduction in staff establishment.

Asked by: Hon. LAU Wong-fat

Reply:

The revised provision under this Programme for 2012-13 is reduced by \$1,471.4 million owing to the lower than estimated expenditure on the following items:

| Item | Decrease in Amount (\$million) |
|---|-----------------------------------|
| Work Incentive Transport Subsidy Scheme | 1,336.2 |
| Employment programmes for young people, the middle-aged and persons with disabilities | 97.9 |
| Filling of vacancies, staff increments and staff related expenses | 19.5 |
| Pilot Transport Support Scheme | 11.2 |
| Special Employment Project for Vulnerable Youths | 3.0 |
| Others | 3.6 |
| Total: | 1,471.4 |

There is no reduction in establishment in the revised estimate for 2012-13 compared with the original estimate for 2012-13.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title): 700 General non-recurrent

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Work Incentive Transport Subsidy (WITS) Scheme, would the Administration provide:

- (a) the number of applications received, as well as the number of successful applications and the amount of subsidy granted in 2012 (with a breakdown by the applicant's gender, age, household size, industry, occupation, employment earnings, working hours and residential district); and
- (b) the number of rejected applications and, among which, the respective numbers of applications rejected for household asset limit being exceeded, household income limit being exceeded, applicant working less than 36 hours per month, no travelling expenses being incurred in commuting to and from work, and applicant not being employed or self-employed in 2012.

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2012, the WITS Scheme received 53 008 applications involving a gross applicant count of 58 344. During the same period, 45 501 applications with a gross applicant count of 49 856 were granted the subsidy totalling \$197.5 million. Breakdowns of the applicants received and granted the subsidy (gross applicant count) by gender, age, household size, industry, occupation, employment earnings, working hours and residential district are set out at Annex.
- (b) In 2012, 915 applications were rejected for the following reasons:

| Reason | No. of applications |
|--|---------------------|
| Household asset limit being exceeded | 379 |
| Household income limit being exceeded | 378 |
| Applicant working less than 36 hours per month | 34 |
| Travelling expenses not incurred in commuting to and from work | 66 |
| Applicant not being lawfully employed or self-employed | 38 |
| Others | 117 |

More than one reason may be applicable to the same application.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

Work Incentive Transport Subsidy Scheme

Number of applicants received and granted the subsidy (gross applicant count) in 2012
with breakdowns by gender, age, household size, industry, occupation,
employment earnings, working hours and residential district

Breakdown by gender

| Gender | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) |
|---------------------------------------|---|--|
| Male | 30 229 | 26 036 |
| Female | 28 071 | 23 820 |
| Information not provided by applicant | 44 | - |
| Total | 58 344 | 49 856 |

Breakdown by age

| Age | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) |
|---------------------------------------|---|--|
| 19 or below | 511 | 345 |
| 20-29 | 5 764 | 4 347 |
| 30-39 | 12 305 | 10 690 |
| 40-49 | 20 736 | 18 334 |
| 50-59 | 13 790 | 11 859 |
| 60 or above | 5 169 | 4 281 |
| Information not provided by applicant | 69 | - |
| Total | 58 344 | 49 856 |

Breakdown by household size

| Household size | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) |
|--------------------|---|--|
| 1 person | 6 277 | 4 299 |
| 2 persons | 16 356 | 14 451 |
| 3 persons | 16 884 | 14 868 |
| 4 persons | 14 163 | 12 231 |
| 5 persons | 3 441 | 3 015 |
| 6 persons or above | 1 223 | 992 |
| Total | 58 344 | 49 856 |

Breakdown by industry

| Industry | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) |
|--|---|--|
| Manufacturing | 3 416 | 3 040 |
| Construction | 2 913 | 2 399 |
| Import/export trade, wholesale and retail | 8 025 | 6 862 |
| Accommodation and food services | 10 517 | 8 999 |
| Transportation, storage, postal and courier services, information and communications | 5 582 | 4 857 |
| Financing, insurance, real estate, professional and business services | 17 988 | 15 451 |
| Public administration, social and personal services | 8 738 | 7 651 |
| Others | 716 | 597 |
| Information not provided by applicant | 449 | - |
| Total | 58 344 | 49 856 |

Breakdown by occupation

| Occupation | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) |
|--|---|--|
| Professionals | 717 | 580 |
| Associate professionals | 2 187 | 1 811 |
| Clerks | 7 192 | 6 093 |
| Service workers and shop sales workers | 14 639 | 12 525 |
| Elementary occupations | 28 158 | 24 432 |
| Craft and related workers | 2 465 | 2 290 |
| Plant and machine operators and assemblers | 1 038 | 919 |
| Others | 1 512 | 1 206 |
| Information not provided by applicant | 436 | - |
| Total | 58 344 | 49 856 |

Breakdown by employment earnings

| Average monthly employment earnings | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) |
|---|---|--|
| \$6,500 or below | 20 855 | 16 693 |
| More than \$6,500 but less than or equal to \$7,300 | 6 800 | 5 671 |
| More than \$7,300 | 30 357 | 27 492 |
| Information not provided by applicant | 332 | - |
| Total | 58 344 | 49 856 |

Breakdown by working hours

| Average monthly working hours | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) |
|--|---|--|
| Less than 36 hours | 1 532 | - |
| Less than 72 hours but at least 36 hours | 2 581 | 1 473 |
| 72 hours or more | 53 277 | 48 383 |
| Information not provided by applicant | 954 | - |
| Total | 58 344 | 49 856 |

Breakdown by residential district

| District Council district | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) |
|---------------------------------------|---|--|
| Central & Western | 457 | 333 |
| Eastern | 2 244 | 1 839 |
| Southern | 1 132 | 965 |
| Wan Chai | 257 | 203 |
| Kowloon City | 1 987 | 1 713 |
| Kwun Tong | 8 528 | 7 446 |
| Sham Shui Po | 4 494 | 3 676 |
| Wong Tai Sin | 4 153 | 3 605 |
| Yau Tsim Mong | 1 452 | 1 130 |
| Islands | 1 482 | 1 368 |
| Kwai Tsing | 5 993 | 5 253 |
| North | 2 948 | 2 470 |
| Sai Kung | 2 314 | 1 853 |
| Sha Tin | 4 017 | 3 382 |
| Tai Po | 1 564 | 1 275 |
| Tsuen Wan | 1 700 | 1 377 |
| Tuen Mun | 6 019 | 5 333 |
| Yuen Long | 7 283 | 6 411 |
| Outside Hong Kong | 280 | 224 |
| Information not provided by applicant | 40 | - |
| Total | 58 344 | 49 856 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90-Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme (YPTP&YWETS), would the Administration advise on:

- (a) the expenditure involved in 2012-13 and the estimated expenditure for 2013-14; and
- (b) the respective numbers of employers and trainees granted the training allowances and the amount of allowances involved in 2011-12 and 2012-13.

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2012-13, the estimated expenditure for implementing YPTP&YWETS is \$69.1 million. As enhancements will be made to the programme, \$227.4 million is earmarked for its implementation in 2013-14.
- (b) In 2011-12, a total of \$38.9 million on-the-job training allowance involving 3 376 placements for young people was granted to 1 338 employers, and another \$3.4 million was granted to 4 079 trainees for pre-employment training allowance, workplace attachment training allowance and reimbursement of course and/or examination fees. In 2012-13 (up to end-February), a total of \$27.5 million on-the-job training allowance involving 2 283 placements for young people was granted to 835 employers, and another \$1.8 million was granted to 2 866 trainees for pre-employment training allowance, workplace attachment training allowance and reimbursement of course and/or examination fees.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90-Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Employment Programme for the Middle-aged (EPM), would the Administration advise on:

- (a) the expenditure involved in 2012-13 and the estimated expenditure for 2013-14; and
- (b) the number of employers granted the training allowance, as well as the number of middle-aged job seekers and the amount of allowance involved in 2012-13?

Asked by: Hon. LEE Cheuk-yan

Reply:

- (a) In 2012-13, the estimated expenditure for EPM administered by the Labour Department is \$3.8 million. As enhancements will be made to EPM, \$14.3 million is earmarked for its implementation in 2013-14.
- (b) In 2012-13 (up to end-February), 1 005 participating establishments employed middle-aged job seekers through EPM and 2 238 placements were secured. The amount of training allowance granted to eligible employers in the said period was \$2.4 million.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Work Orientation and Placement Scheme (WOPS), would the Administration advise on:

- (a) the expenditure involved in 2012-13 and the estimated expenditure for 2013-14; and
- (b) the number of employers granted the allowance, the number of job seekers with disabilities and the amount of allowance involved in 2012-13?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2012-13, the estimated expenditure for WOPS administered by the Labour Department is \$6.3 million. As enhancements will be made to WOPS, \$13.1 million is earmarked for its implementation in 2013-14.
- (b) In 2012-13 (up to end-February), 300 participating establishments employed job seekers with disabilities through WOPS and 565 placements were secured. The amount of allowance paid to eligible employers under WOPS in the said period was \$5.35 million.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title): 700 General non-recurrent

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Item 873 – Pilot Employment Navigator Programme (ENP) ended in December 2012. The approved commitment for the programme was \$124,500,000. However, the actual expenditure in the two-year pilot period is estimated to be less than \$10,000,000, less than 8% of the approved commitment. In this connection, would the Administration advise on the following:

- (a) the reason(s) why the number of participants was substantially smaller than expected;
- (b) whether any similar programme will be launched again in the near future;
- (c) how the balance of more than \$110,000,000 under this item will be dealt with?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) The Pilot ENP aimed at encouraging and assisting unemployed persons to secure and stay in jobs through the provision of personalised employment consultation services and cash incentive. Since its launch in December 2010, the local economy has been improving and many job openings are available in the employment market. As job seekers could find work through their own efforts more easily, the number of the Pilot ENP participants turned out to be far smaller than originally expected.
- (b) We have no plan to re-launch any similar programme in the near future. After the cessation of the Pilot ENP in December 2012, job seekers may continue to visit the Interactive Employment Service website of the Labour Department (LD) to obtain the latest vacancy information, or visit LD's Job Centres to make use of the job search facilities to find work. Needy job seekers may also seek an interview with the employment officers in the Job Centres to obtain job search advice, latest information on the employment market, retraining courses and existing employment programmes available, and/or to receive career aptitude assessment as appropriate.
- (c) The unspent funding commitment will be returned to the Government.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please provide the numbers of people suffering from diseases or injuries caused by, related to or aggravated by work among those who sought consultation service at the occupational health clinics of the Labour Department (LD) in 2012. What was the number of patients who had illnesses or injuries unrelated to work?
- (b) Please provide a breakdown of the above two groups of patients by sex, age, industry, occupation and nature of disease.

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2012, a total of 2 227 patients sought consultation at the occupational health clinics of LD. Among them, 1 900 (85.3%) suffered from diseases or injuries caused by work, related to work or aggravated by work, and the remaining 327 (14.7%) suffered from diseases or injuries unrelated to work.
- (b) A breakdown of the two groups of patients by sex, age, industry, occupation and nature of disease is provided in the tables below:

By sex

| Sex | Disease/injury | |
|--------------|---|-------------------|
| | Caused by, related to or aggravated by work | Unrelated to work |
| Male | 633 (33.3%) | 136 (41.6%) |
| Female | 1 267 (66.7 %) | 191 (58.4%) |
| Total | 1 900 (100%) | 327 (100%) |

By age

| Age group | Disease/injury | |
|--------------|---|-------------------|
| | Caused by, related to or aggravated by work | Unrelated to work |
| < = 20 | 3 (0.2%) | 1 (0.3%) |
| 21-40 | 433 (22.7%) | 54 (16.5%) |
| 41-60 | 1 386 (73.0%) | 244 (74.6%) |
| >60 | 78 (4.1%) | 28 (8.6%) |
| Total | 1 900 (100%) | 327 (100%) |

By industry

| Industry | Disease/injury | |
|---|---|-------------------|
| | Caused by, related to or aggravated by work | Unrelated to work |
| Public administration, and social and personal services | 919 (48.4%) | 158 (48.3%) |
| Wholesale, retail and import/export trades, and accommodation and food services | 383 (20.1%) | 55 (16.8%) |
| Financing, insurance, real estate, and professional and business services | 189 (9.9%) | 31 (9.5%) |
| Transportation, storage, postal, courier services, and information and communications | 140 (7.4%) | 18 (5.5%) |
| Manufacturing | 133 (7.0%) | 25 (7.7%) |
| Construction | 80 (4.2%) | 17 (5.2%) |
| Others | 56 (3.0%) | 23 (7.0%) |
| Total | 1 900 (100%) | 327 (100%) |

By occupation

| Occupation | Disease/injury | |
|--|---|-------------------|
| | Caused by, related to or aggravated by work | Unrelated to work |
| Services and sales workers | 496 (26.1%) | 88 (26.9%) |
| Professionals, associate professionals, technicians, plant and machine operators, assemblers, and craft and related trades workers | 480 (25.2%) | 81 (24.8%) |
| Elementary occupations | 467 (24.6%) | 85 (26.0%) |
| Clerical support workers | 412 (21.7%) | 59 (18.0%) |
| Others | 45 (2.4%) | 14 (4.3%) |
| Total | 1 900 (100%) | 327 (100%) |

By nature of disease

| Nature of disease | Caused by, related to or aggravated by work | Unrelated to work |
|-------------------|---|-------------------|
| Musculoskeletal | 1 630 (85.8%) | 210 (64.2%) |
| Auditory | 20 (1.1%) | 9 (2.8%) |
| Skin | 16 (0.8%) | 6 (1.8%) |
| Neurological | 15 (0.8%) | 16 (4.9%) |
| Respiratory | 8 (0.4%) | 3 (0.9%) |
| Others | 211 (11.1%) | 83 (25.4%) |
| Total | 1900 (100%) | 327 (100%) |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The accident rate per 1 000 workers of the construction industry has continuously decreased from 150 in 2000 to 41 in the first half of 2012. Nevertheless, there was no significant decrease in the number of fatal accidents in the same period. In this connection, would the Administration advise:

- (a) whether any study has been conducted on the reasons why the number of fatal accidents has stayed at a similar level despite the decrease in the accident rate of the construction industry; and
- (b) whether any measures will be taken next year to step up the effort against non-reporting of work accidents by contractors. If yes, what are the details of the measures, and the manpower and expenditure involved?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In the first three quarters of 2012, the total number of construction workers increased by a notable 19% over the corresponding period in 2011 to 72 000, while the total number of construction accidents (including fatal cases and other types of accidents) increased by a modest 2.3% to 2 354. As a result, the accident rate per 1 000 workers has decreased from 50.8 in the first three quarters of 2011 to 43.9 in the corresponding period in 2012. However, the number of fatal cases has stayed at a similar level in recent years.
- (b) The Labour Department (LD) has been from time to time reminding employers of their statutory duty to report work-related injuries or death within specified periods through the mass media, display of advertisement on public transport, distributing booklets/posters and conducting seminars. LD will take out prosecution against employers for failure to meet this legal requirement and the maximum fine is \$50,000. Publicity and enforcement of prompt reporting of work-related injuries are an integral part of the promotional and enforcement work under the Employees' Compensation Ordinance. The manpower and expenditure involved are absorbed by the Department and are not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

LWB(L)081

Question Serial No.

0335

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Administration please provide a breakdown of the number of applications to the Protection of Wages on Insolvency Fund by the time required to effect payment in 2012?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

| Payment Time | Number of Applications |
|-------------------------------|------------------------|
| 4 weeks or less | 2 767 |
| More than 4 weeks to 6 weeks | 105 |
| More than 6 weeks to 8 weeks | 15 |
| More than 8 weeks to 10 weeks | 0 |
| Total | 2 887 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

LWB(L)082

Question Serial No.

0336

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Regarding the employees' compensation claims processed in 2012, would the Administration provide a breakdown of the figures by industry? As at the end of 2012, how many cases had been resolved? How much compensation was involved?
- (b) Would the Administration provide a breakdown of the number of employees' compensation cases received by the branch offices of the Employees' Compensation Division in 2012?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2012, the Labour Department (LD) processed 56 763 employees' compensation claims reported under the Employees' Compensation Ordinance. Of these, 16 266 involved incapacitation of the employees for not more than 3 days with no permanent incapacity. As the employers made direct payment of compensation to the employees in these cases, LD does not have a breakdown on the claims by industry. Of the remaining 40 497 cases, a breakdown by industry is given below:

| Industry | Number of Cases |
|--|-----------------|
| Public Administration, Social and Personal Services | 8 314 |
| Finance and Insurance, Real Estate, Professional and Business Services | 7 251 |
| Food and Beverage Services | 6 924 |
| Import/Export, Wholesale and Retail Trades, Accommodation Services | 5 849 |
| Transportation, Storage, Postal and Courier Services, Information and Communications | 5 133 |
| Construction | 3 295 |
| Manufacturing | 2 746 |
| Others | 985 |
| Total | 40 497 |

Of all the 56 763 reported cases, 41 175 were resolved as at the end of 2012. The amount of employees' compensation involved was \$223.49 million. The remaining cases are awaiting expiry of sick leave, assessment of permanent incapacity or court judgement.

- (b) A breakdown of these cases reported to different branch offices of the Employees' Compensation Division of LD is given below:

| Branch Office | Number of Cases |
|---------------------------------------|-----------------|
| Hong Kong East Office | 5 773 |
| Hong Kong West Office | 9 376 |
| Kowloon East Office | 6 813 |
| Kowloon West Office | 4 947 |
| Kwun Tong Office | 6 721 |
| Government Servants and Seamen Office | 6 274 |
| Kwai Chung Office | 4 749 |
| Tsuen Wan Office | 5 182 |
| Shatin Office | 6 735 |
| Fatal Cases Office | 193 |
| Total | 56 763 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead(No. & title): 000 Operational expenses

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding Programme (4) Employees' Rights and Benefits, would the Administration please provide:

- (a) a breakdown by industry and reason(s) for the prosecutions taken out by the Labour Department under this Programme in 2012; of which the number involving breaches of the statutory minimum wage (SMW) provisions; and
- (b) the details on convictions and penalties.

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

| (a) | Industry | 2012 | |
|-----|---|---------------------|--------------------|
| | | No. of Prosecutions | No. of Convictions |
| | Catering | 933 | 716 |
| | Manufacturing | 111 | 97 |
| | Construction | 168 | 134 |
| | Import/Export | 198 | 174 |
| | Wholesale/Retail | 411 | 373 |
| | Transport, Storage and Communication | 166 | 143 |
| | Finance, Insurance, Real Estate and Business Services | 249 | 196 |
| | Community, Social and Personal Services | 630 | 511 |
| | Others | 30 | 27 |
| | Total | 2 896 | 2 371 |

The prosecutions were mainly related to wage offence, holiday offence and failure to take out employees' compensation insurance. In 2012, the corresponding numbers of these prosecutions were 713, 1 158 and 797, resulting in 525, 905 and 765 convictions respectively. Among prosecutions for wage offences, 31 convictions involved violation of SMW requirement.

- (b) In the same year, the highest fines imposed on an individual case involving wage offence, holiday offence and failure to take out employees' compensation insurance were \$320,000, \$31,500 and \$15,000 respectively. One employer convicted of wage offences was sentenced to three months' imprisonment, suspended for 12 months. The court also imposed community service orders on two

employers for wage offences and one employer for the offence of defaulting the award of the Labour Tribunal.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90–Labour Department

Subhead(No. & title): 000 Operational expenses

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Article 4 of the International Labour Convention No. 98 stipulates that the Administration shall take necessary measures to encourage and promote the determination of terms and conditions of employment by means of **collective agreements** between employers (or employers' organisations) **and workers' organisations**. Would the Government advise on the following:

- (a) What measures did the Administration take in 2012-13 to encourage and promote the use of **collective agreements** (*excluding* negotiation between an employer *and individual employees*)? What was the expenditure involved?
- (b) What measures does the Administration plan to take in 2013-14 to encourage and promote the use of **collective agreements** (*excluding* negotiation between an employer *and individual employees*)? What is the expenditure involved?
- (c) Whether the Administration is aware of the current application of collective agreements in Hong Kong, including the employers (or employers' organisations) that have entered into collective agreements with workers' organisations, the number of workers covered by the agreements, whether the agreements are legally binding and whether any terms of collective agreements have been incorporated into individual employment contracts?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) The Labour Department is committed to the promotion of voluntary and direct negotiation between employers and employees or their organisations concerned. In 2012-13, promotional activities at enterprise level such as sharing sessions for human resources practitioners on working with workers' unions and effective communication were organised to foster an environment conducive to and cultivate an appreciation of the merits of voluntary and direct negotiation. At industry level, we fostered cooperation and promote dialogue between employers, employers' associations and employees' unions through nine industry-based tripartite committees. We do not have a separate breakdown of the expenditure incurred for the above activities as they are an integral part of our efforts in promoting labour relations.

- (b) In 2013-14, we will organise talks and sharing sessions for employers and human resources practitioners, to encourage them to adopt good people management practices and maintain effective communication with their employees or employees' organisations at enterprise level. At industry level, we will continue to make use of the tripartite committees to enhance cooperation and promote dialogue among the stakeholders. For similar reasons as explained in (a) above, we do not have a separate breakdown of expenditure for these activities.
- (c) Given that it is not mandatory for employers and employees or their organisations to notify us of collective agreements that they have entered into, we do not have statistics on the number of collective agreements reached and the number of employees covered. That said, employers and employees or their concerned organisations in trades like construction, public bus, air transport, pig-slaughtering, elevator maintenance etc. are known to have reached agreements on issues related to the terms and conditions of employment. Collective agreements are legally binding on both parties if the terms of the agreements have been incorporated into individual employment contracts. It is common for the terms of the collective agreements reached at industry or enterprise level to form part of the terms of the employment of the employees covered by the agreements.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 –Labour Department

Subhead(No. & title): 000 Operational expenses

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Regarding the labour disputes handled in 2012, please provide a breakdown of the figures by industry and cause.
- (b) Regarding the claims handled in 2012, please provide a breakdown of the figures by cause. How many of these claims involved the Statutory Minimum Wage (SMW)?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) The breakdowns of labour disputes (involving over 20 employees) handled by the Labour Department (LD) in 2012 by industry and cause are as follows:

By industry

| Industry | No. of labour disputes |
|---|-------------------------------|
| Construction | 34 |
| Restaurants and hotels | 13 |
| Transport, storage and communication | 10 |
| Manufacturing | 8 |
| Community, social and personal services | 6 |
| Wholesale, retail and import/export trades | 5 |
| Financing, insurance, real estate and business services | 3 |
| Total | 79 |

By cause

| Cause | No. of labour disputes |
|---|-------------------------------|
| Disputes involving principal contractor and subcontractor | 27 |
| Cessation of business/ insolvency | 20 |
| Retrenchment | 5 |
| Dismissal | 5 |
| Variation of terms of employment contract | 4 |
| Non-payment of wages | 2 |
| Others | 16 |
| Total | 79 |

- (b) The breakdown of claims (involving 20 or less employees) handled by LD in 2012 by cause is provided as follows:

| Cause | No. of claims |
|--|----------------------|
| Termination of contract | 9 985 |
| Non-payment of wages | 5 442 |
| Non-payment of holiday pay/ annual leave pay/rest day pay/ sickness allowance | 1 674 |
| Cessation of business/ insolvency | 217 |
| Retrenchment/ lay-off | 70 |
| Variation of terms of employment contract | 49 |
| Others | 1 483 |
| Total | 18 920 |

Among the 18 920 claims handled as referred to in the above table, 153 were related to SMW.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

LWB(L)086

Question Serial No.

0463

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to Programme (2) Employment Services, would the Administration provide the following information:

- (a) a breakdown by gender, age, industry, occupation and earnings of the numbers of able-bodied job seekers who secured placements through the employment services of the Labour Department (LD) in 2012; and
- (b) among the breakdown figures in part (a) above, what are the respective numbers of part-time, temporary and full-time jobs with monthly earnings less than \$4,000?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2012, LD secured 145 017 placements for able-bodied job seekers. Of these, 17 076 placements were secured through the referral services of LD while 127 941 placements were made through direct application by job seekers to employers who advertised their vacancies through LD. As job seekers who secured employment through direct application are not required to report their placement positions to LD, we do not have statistics on these placements. A breakdown of the 17 076 placements secured through the referral services of LD by gender, age, industry, occupation and earnings is as follows:

(i) By gender and age

| Age | Male | Female | No. of placements |
|--------------|--------------|---------------|--------------------------|
| 15-19 | 955 | 1 418 | 2 373 |
| 20-29 | 3 726 | 4 085 | 7 811 |
| 30-39 | 842 | 1 264 | 2 106 |
| 40-49 | 752 | 1 881 | 2 633 |
| 50-59 | 591 | 1 269 | 1 860 |
| 60 or above | 145 | 148 | 293 |
| Total | 7 011 | 10 065 | 17 076 |

(ii) By industry

| Industry | No. of placements |
|--|--------------------------|
| Manufacturing | 990 |
| Construction | 258 |
| Wholesale, retail and import/export trades, restaurants and hotels | 8 761 |
| Transport, storage and communications | 781 |
| Financing, insurance, real estate and business services | 1 682 |
| Community, social and personal services | 3 423 |
| Others (including government sector) | 1 181 |
| Total | 17 076 |

(iii) By occupation

| Occupation | No. of placements |
|--|--------------------------|
| Managers and administrators | 131 |
| Professionals | 77 |
| Associate professionals | 953 |
| Clerical support workers | 3 850 |
| Service workers | 3 511 |
| Shop sales workers | 4 622 |
| Skilled agricultural and fishery workers | 49 |
| Craft and related workers | 315 |
| Plant and machine operators and assemblers | 247 |
| Elementary occupations | 3 220 |
| Others | 101 |
| Total | 17 076 |

(iv) By earnings

| Monthly earnings | No. of placements |
|-------------------------|--------------------------|
| Below \$4,000 | 1 276 |
| \$4,000 - \$4,999 | 844 |
| \$5,000 - \$5,999 | 733 |
| \$6,000 - \$6,999 | 1 726 |
| \$7,000 - \$7,999 | 2 851 |
| \$8,000 - \$8,999 | 3 766 |
| \$9,000 - \$9,999 | 2 494 |
| \$10,000 or above | 3 386 |
| Total | 17 076 |

- (b) Of the 1 276 placements with monthly earnings below \$4,000 as referred to in Table (iv) above, 1 269 were part-time or temporary jobs and 7 were full-time jobs.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to Programme (2) Employment Services, would the Administration provide the following information:

- (a) a breakdown by gender, age, industry, occupation and earnings of the numbers of job seekers with disabilities who secured placements through the employment services of the Labour Department (LD) in 2012; and
- (b) among the breakdown figures in part (a) above, what are the respective numbers of part-time, temporary and full-time jobs with monthly earnings less than \$3,000?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2012, LD secured 2 512 placements for job seekers with disabilities. A breakdown of the placements by gender, age, industry, occupation and earnings is provided as follows:

(i) By gender and age

| Age group | Male | Female | No. of placements |
|--------------|-------|--------|-------------------|
| 15-19 | 70 | 36 | 106 |
| 20-29 | 530 | 384 | 914 |
| 30-39 | 367 | 336 | 703 |
| 40-49 | 240 | 254 | 494 |
| 50-59 | 147 | 109 | 256 |
| 60 and above | 25 | 14 | 39 |
| Total | 1 379 | 1 133 | 2 512 |

(ii) By industry

| Industry | No. of placements |
|--|-------------------|
| Manufacturing | 202 |
| Construction | 18 |
| Wholesale, retail and import/export trades, restaurants and hotels | 941 |
| Transport, storage and communication | 109 |
| Financing, insurance, real estate and business services | 491 |
| Community, social and personal services | 485 |
| Others (including government sector) | 266 |
| Total | 2 512 |

(iii) By occupation

| Occupation | No. of placements |
|--|-------------------|
| Managers and administrators | 29 |
| Professionals | 19 |
| Associate professionals | 45 |
| Clerical support workers | 424 |
| Service workers | 687 |
| Shop sales workers | 667 |
| Agricultural and fishery workers | 12 |
| Craft and related workers | 21 |
| Plant and machine operators and assemblers | 22 |
| Elementary occupations | 573 |
| Others | 13 |
| Total | 2 512 |

(iv) By earnings

| Monthly earnings | No. of placements |
|-------------------|-------------------|
| Below \$3,000 | 726 |
| \$3,000 - \$3,999 | 274 |
| \$4,000 - \$4,999 | 266 |
| \$5,000 - \$5,999 | 289 |
| \$6,000 - \$6,999 | 290 |
| \$7,000 - \$7,999 | 325 |
| \$8,000 - \$8,999 | 224 |
| \$9,000 - \$9,999 | 64 |
| \$10,000 or above | 54 |
| Total | 2 512 |

- (b) Of the 726 placements with monthly earnings below \$3,000 as referred to in the Table (iv) above, all of them were part-time jobs.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the “Employment in One-stop” (EOS) in Tin Shui Wai, would the Administration advise on:

- (a) details of the expenditure and the staff establishment involved in 2012-13;
- (b) details of the estimated expenditure and the staff establishment for 2013-14?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2012-13, the estimated expenditure for operating EOS is about \$8.7 million (excluding staff cost). A breakdown of the Labour Department staff in EOS is provided below:

| Post title | No. of staff |
|-----------------------------|--------------|
| Senior Labour Officer | 1 |
| Labour Officer | 1 |
| Assistant Labour Officer I | 2 |
| Assistant Labour Officer II | 2 |
| Clerical Officer | 3 |
| Assistant Clerical Officer | 8 |
| Clerical Assistant | 3 |
| Programme Officer | 2 |
| Contract Clerk | 1 |
| Total: | 23 |

In addition, a non-governmental organisation (NGO) was engaged through a service contract to provide 11 staff for rendering case management services.

- (b) In 2013-14, the estimated expenditure (excluding staff cost) for operating EOS is about \$9.0 million. While the staffing position of LD will remain the same as that of 2012-13, 15 NGO staff will be engaged to provide case management services.

Name in block letters: CHEUK WING HING
Post Title: Commissioner for Labour
Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the “Employment in One-stop” (EOS) in Tin Shui Wai, would the Administration provide the following for 2012:

- (a) the number of visitors;
- (b) a breakdown of the number of job seekers registered by gender, age and educational attainment;
- (c) a breakdown of the number of job referrals made by industry and occupation;
- (d) a breakdown of the number of placements secured by industry, occupation and monthly employment income;
- (e) in the breakdown of number in (b) to (d), the respective number of new arrivals and ethnic minorities.

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2012, the number of visitors to EOS was 53 287.
- (b) In 2012, the number of job seekers registered in EOS was 11 076. A breakdown by age, gender and educational attainment as well as the respective numbers of new arrivals (NA) and ethnic minorities (EM) are as follows:

By age and gender

| Age | No. of job seekers | | | | |
|--------------|--------------------|--------------|---------------|------------|------------|
| | Male | Female | All persons | NA | EM |
| 15-19 | 996 | 1 555 | 2 551 | 45 | 10 |
| 20-29 | 2 059 | 2 076 | 4 135 | 233 | 21 |
| 30-39 | 629 | 840 | 1 469 | 219 | 28 |
| 40-49 | 542 | 1 205 | 1 747 | 91 | 37 |
| 50-59 | 511 | 570 | 1 081 | 17 | 7 |
| 60 or above | 64 | 29 | 93 | 1 | 2 |
| Total | 4 801 | 6 275 | 11 076 | 606 | 105 |

By educational attainment

| Educational attainment | No. of job seekers | | |
|------------------------|--------------------|------------|------------|
| | All job seekers | NA | EM |
| Primary 6 or below | 886 | 18 | 21 |
| Secondary 1-3 | 1 718 | 164 | 22 |
| Secondary 4-5 | 3 649 | 139 | 25 |
| Secondary 6-7 | 2 726 | 143 | 15 |
| Post-secondary | 2 097 | 142 | 22 |
| Total | 11 076 | 606 | 105 |

- (c) In 2012, the number of job referrals made by EOS was 10 325. A breakdown of these referrals by industry and occupation as well as the respective numbers of NA and EM are as follows:

By industry

| Industry | No. of job referrals | | |
|--|----------------------|------------|------------|
| | All job seekers | NA | EM |
| Manufacturing | 1 621 | 83 | 13 |
| Construction | 271 | 7 | 16 |
| Wholesale, retail and import/export trades, restaurants and hotels | 2 989 | 185 | 35 |
| Transport, storage and communications | 1 563 | 77 | 6 |
| Financing, insurance, real estate and business services | 1 329 | 73 | 16 |
| Community, social and personal services | 2 181 | 83 | 20 |
| Others (including government sector) | 371 | 3 | 7 |
| Total | 10 325 | 511 | 113 |

By occupation

| Occupation | No. of job referrals | | |
|--|----------------------|-----|----|
| | All job seekers | NA | EM |
| Managers and administrators | 64 | 1 | 0 |
| Professionals | 144 | 2 | 2 |
| Associate professionals | 578 | 21 | 5 |
| Clerical support workers | 3 606 | 101 | 20 |
| Service workers | 2 015 | 97 | 15 |
| Shop sales workers | 954 | 88 | 1 |
| Skilled agricultural and fishery workers | 7 | 1 | 0 |
| Craft and related workers | 116 | 6 | 0 |
| Plant and machine operators and | 175 | 7 | 1 |

| Occupation | No. of job referrals | | |
|------------------------|----------------------|------------|------------|
| | All job seekers | NA | EM |
| assemblers | | | |
| Elementary occupations | 2 654 | 187 | 64 |
| Others | 12 | 0 | 5 |
| Total | 10 325 | 511 | 113 |

- (d) Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies via LD. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers who have secured employment through direct application are not required to report their placement positions to LD. We therefore only have information on the placements secured through the referral services of LD. In 2012, EOS recorded 1 412 placements through referral services by LD. A breakdown of these placements by industry, occupation and earnings as well as the respective numbers of NA and EM are provided below:

By industry

| Industry | No. of placements | | |
|--|-------------------|-----------|-----------|
| | All job seekers | NA | EM |
| Manufacturing | 168 | 7 | 0 |
| Construction | 94 | 3 | 4 |
| Wholesale, retail and import/export trades, restaurants and hotels | 432 | 17 | 5 |
| Transport, storage and communications | 166 | 8 | 5 |
| Financing, insurance, real estate and business services | 122 | 7 | 0 |
| Community, social and personal services | 317 | 14 | 1 |
| Others (including government sector) | 113 | 0 | 1 |
| Total | 1 412 | 56 | 16 |

By occupation

| Occupation | No. of placements | | |
|--|-------------------|----|----|
| | All job seekers | NA | EM |
| Managers and administrators | 8 | 0 | 0 |
| Professionals | 4 | 0 | 0 |
| Associate professionals | 57 | 7 | 2 |
| Clerical support workers | 213 | 16 | 0 |
| Service workers | 272 | 8 | 4 |
| Shop sales workers | 129 | 10 | 0 |
| Skilled agricultural and fishery workers | 4 | 1 | 0 |
| Craft and related workers | 39 | 1 | 0 |

| Occupation | No. of placements | | |
|--|-------------------|-----------|-----------|
| | All job seekers | NA | EM |
| Plant and machine operators and assemblers | 31 | 0 | 0 |
| Elementary occupations | 644 | 12 | 10 |
| Others | 11 | 1 | 0 |
| Total | 1 412 | 56 | 16 |

By earnings

| Monthly earnings | No. of placements | | |
|-------------------|-------------------|-----------|-----------|
| | All job seekers | NA | EM |
| Below \$4,000 | 524 | 0 | 8 |
| \$4,000 - \$4,999 | 59 | 1 | 3 |
| \$5,000 - \$5,999 | 39 | 1 | 0 |
| \$6,000 - \$6,999 | 183 | 16 | 2 |
| \$7,000 - \$7,999 | 193 | 12 | 0 |
| \$8,000 - \$8,999 | 132 | 9 | 0 |
| \$9,000 - \$9,999 | 110 | 9 | 1 |
| \$10,000 or above | 172 | 8 | 2 |
| Total | 1 412 | 56 | 16 |

- (e) The information is provided in (b) to (d) above.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the “Employment in One-stop” (EOS) in Tin Shui Wai, would the Administration provide the following for 2012:

- (a) The number of unemployed able-bodied Comprehensive Social Security Assistance (CSSA) recipients referred from the Social Welfare Department (SWD) (please provide a breakdown by gender, age, educational attainment and duration of stay on CSSA) and, among them, the number of placements achieved (please provide a breakdown by industry, occupation and monthly employment income);
- (b) The number of job seekers with special employment difficulties having received case management and employment support services (please provide a breakdown by gender, age and educational attainment) and, among them, the number of placements achieved (please provide a breakdown by industry, occupation and monthly employment income);
- (c) The number of persons provided with personalised counselling and support services by the training consultant and the respective numbers of them admitted to and completed the training courses (please provide a breakdown by course contents and course duration).

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2012, the number of unemployed able-bodied CSSA recipients referred to EOS from SWD was 533. A breakdown by age, gender, educational attainment and duration of stay on CSSA is provided below:

By age and gender

| Age | Male | Female | No. of persons |
|--------------|-------------|---------------|-----------------------|
| 15-19 | 6 | 4 | 10 |
| 20-29 | 21 | 13 | 34 |
| 30-39 | 43 | 27 | 70 |
| 40-49 | 68 | 104 | 172 |
| 50-59 | 172 | 75 | 247 |
| 60 or above | 0 | 0 | 0 |
| Total | 310 | 223 | 533 |

By educational attainment

| Educational attainment | No. of persons |
|-------------------------------|-----------------------|
| Primary 6 or below | 252 |
| Secondary 1-3 | 190 |
| Secondary 4-5 | 76 |
| Secondary 6-7 | 11 |
| Post-secondary | 4 |
| Total | 533 |

By duration of stay on CSSA

| Duration of stay on CSSA ^[Note] | No. of persons |
|---|-----------------------|
| Less than 1 year | 53 |
| 1 to less than 3 years | 63 |
| 3 to less than 5 years | 70 |
| 5 to less than 10 years | 211 |
| 10 years and over | 136 |
| Total | 533 |

^[Note] These cases might have been on CSSA due to some other reasons (such as ill health, low earnings or single parents) in their earlier years and not all of them have been receiving assistance as a result of unemployment throughout their stay in the CSSA net.

In 2012, the number of placements secured by these unemployed able-bodied CSSA recipients was 526. A breakdown of these placements by industry, occupation and earnings is given below:

By industry

| Industry | No. of placements |
|--|--------------------------|
| Manufacturing | 21 |
| Construction | 61 |
| Wholesale, retail and import/export trades, restaurants and hotels | 151 |
| Transport, storage and communications | 60 |
| Financing, insurance, real estate and business services | 47 |
| Community, social and personal services | 143 |
| Others (including government sector) | 43 |
| Total | 526 |

By occupation

| Occupation | No. of placements |
|--|--------------------------|
| Managers and administrators | 0 |
| Professionals | 1 |
| Associate professionals | 16 |
| Clerical support workers | 21 |
| Service workers | 103 |
| Shop sales workers | 17 |
| Skilled agricultural and fishery workers | 2 |
| Craft and related workers | 23 |
| Plant and machine operators and assemblers | 12 |
| Elementary occupations | 322 |
| Others | 9 |
| Total | 526 |

By earnings

| Monthly earnings | No. of placements |
|-------------------------|--------------------------|
| Below \$4,000 | 424 |
| \$4,000 - \$4,999 | 24 |
| \$5,000 - \$5,999 | 13 |
| \$6,000 - \$6,999 | 9 |
| \$7,000 - \$7,999 | 19 |
| \$8,000 - \$8,999 | 11 |
| \$9,000 - \$9,999 | 11 |
| \$10,000 or above | 15 |
| Total | 526 |

- (b) In 2012, a total of 582 job seekers (including 533 CSSA and 49 non-CSSA job seekers) having special employment difficulties received case management and employment support services in EOS. A breakdown by age, gender and educational attainment is as follows:

By age and gender

| Age | Male | Female | No. of job seekers |
|--------------|------------|------------|--------------------|
| 15-19 | 9 | 5 | 14 |
| 20-29 | 26 | 25 | 51 |
| 30-39 | 46 | 33 | 79 |
| 40-49 | 70 | 111 | 181 |
| 50-59 | 174 | 82 | 256 |
| 60 or above | 1 | 0 | 1 |
| Total | 326 | 256 | 582 |

By educational attainment

| Educational attainment | No. of job seekers |
|------------------------|--------------------|
| Primary 6 or below | 255 |
| Secondary 1-3 | 208 |
| Secondary 4-5 | 92 |
| Secondary 6-7 | 14 |
| Post-secondary | 13 |
| Total | 582 |

In 2012, the number of placements secured by these EOS job seekers was 546. A breakdown of these placements by industry, occupation and earnings is provided below:

By industry

| Industry | No. of placements |
|--|-------------------|
| Manufacturing | 22 |
| Construction | 61 |
| Wholesale, retail and import/export trades, restaurants and hotels | 161 |
| Transport, storage and communications | 60 |
| Financing, insurance, real estate and business services | 52 |
| Community, social and personal services | 147 |
| Others (including government sector) | 43 |
| Total | 546 |

By occupation

| Occupation | No. of placements |
|--|--------------------------|
| Managers and administrators | 0 |
| Professionals | 1 |
| Associate professionals | 18 |
| Clerical support workers | 30 |
| Service workers | 108 |
| Shop sales workers | 18 |
| Skilled agricultural and fishery workers | 2 |
| Craft and related workers | 23 |
| Plant and machine operators and assemblers | 12 |
| Elementary occupations | 324 |
| Others | 10 |
| Total | 546 |

By earnings

| Monthly earnings | No. of placements |
|-------------------------|--------------------------|
| Below \$4,000 | 426 |
| \$4,000 - \$4,999 | 25 |
| \$5,000 - \$5,999 | 16 |
| \$6,000 - \$6,999 | 11 |
| \$7,000 - \$7,999 | 25 |
| \$8,000 - \$8,999 | 15 |
| \$9,000 - \$9,999 | 12 |
| \$10,000 or above | 16 |
| Total | 546 |

- (c) In 2012, the training consultants of the Employees Retraining Board (ERB) offered personalised counselling and support services to 349 persons. Of them, 120 were subsequently enrolled on ERB training courses, and 97 completed the courses. The training courses concerned straddled 21 industry categories and generic skills training, and the training hours involved spanned from 4 to 320 hours. A breakdown of the training courses by course types and training hours is as follows:

| Types of ERB training courses | Training hours | No. of persons enrolled | No. of persons having completed the courses |
|---|-----------------------|--------------------------------|--|
| Full-time placement-tied training courses | 100 – 320 hours | 76 | 62 |
| Part-time skills upgrading training courses (i.e. Skills Upgrading Scheme Plus courses) | 4 – 90 hours | 15 | 13 |
| Part-time generic skills training courses | 10 – 90 hours | 29 | 22 |
| Total: | | 120 | 97 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the “Employment in One-stop” (EOS) in Tin Shui Wai (TSW), would the Administration provide the following for 2012:

- (a) the number of job vacancies offered by the employers in the district (please provide a breakdown by industry, occupation, working hours and employment income);
- (b) the number of job vacancies offered by employers outside the district (please provide a breakdown by industry, occupation, working hours, employment income and working location)?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2012, the Labour Department (LD) received a total of 44 784 vacancies from employers in Yuen Long District (including TSW). We do not have a breakdown of these vacancies by working hours. The breakdowns of the job vacancies by industry, occupation and monthly salary range are provided in the three tables below respectively:

By industry

| Industry | No. of vacancies |
|--|-------------------------|
| Manufacturing | 3 840 |
| Construction | 1 545 |
| Wholesale, retail and import/export trades, restaurants and hotels | 10 650 |
| Transport, storage and communications | 3 270 |
| Financing, insurance, real estate and business services | 19 729 |
| Community, social and personal services | 2 742 |
| Others | 3 008 |
| Total | 44 784 |

By occupation

| Occupation | No. of vacancies |
|--|-------------------------|
| Managers and administrators | 420 |
| Professionals/ associate professionals | 20 789 |
| Clerical support workers | 5 554 |
| Service workers | 7 218 |
| Shop sales workers | 1 948 |
| Skilled agricultural and fishery workers | 128 |
| Craft and related workers | 1 358 |
| Plant and machine operators and assemblers | 1 889 |
| Elementary occupations | 5 477 |
| Others | 3 |
| Total | 44 784 |

By monthly salary range

| Monthly salary range | No. of vacancies |
|-----------------------------|-------------------------|
| Below \$6,000 | 4 576 |
| \$6,000 - \$6,999 | 2 446 |
| \$7,000 - \$7,999 | 4 410 |
| \$8,000 - \$8,999 | 6 795 |
| \$9,000 - \$9,999 | 4 457 |
| \$10,000 - \$10,999 | 6 559 |
| \$11,000 - \$11,999 | 4 955 |
| \$12,000 - \$12,999 | 3 996 |
| \$13,000 or above | 6 590 |
| Total | 44 784 |

- (b) In 2012, LD received a total of 1 099 640 vacancies from districts other than Yuen Long (including TSW). We do not have a breakdown of these vacancies by working hours and we do not keep statistics on working locations since some employers may offer vacancies with multiple workplaces. The breakdowns of the 1 099 640 vacancies by industry, occupation and monthly salary range are provided in the following three tables respectively:

By industry

| Industry | No. of vacancies |
|--|-------------------------|
| Manufacturing | 55 144 |
| Construction | 40 559 |
| Wholesale, retail and import/export trades, restaurants and hotels | 442 501 |
| Transport, storage and communications | 65 712 |
| Financing, insurance, real estate and business services | 342 467 |
| Community, social and personal services | 80 261 |
| Others | 72 996 |
| Total | 1 099 640 |

By occupation

| Occupation | No. of vacancies |
|--|-------------------------|
| Managers and administrators | 13 311 |
| Professionals/ associate professionals | 333 669 |
| Clerical support workers | 187 057 |
| Service workers | 212 295 |
| Shop sales workers | 111 987 |
| Skilled agricultural and fishery workers | 2 133 |
| Craft and related workers | 43 256 |
| Plant and machine operators and assemblers | 29 083 |
| Elementary occupations | 165 417 |
| Others | 1 432 |
| Total | 1 099 640 |

By monthly salary range

| Monthly salary range | No. of vacancies |
|-----------------------------|-------------------------|
| Below \$6,000 | 151 486 |
| \$6,000 - \$6,999 | 54 151 |
| \$7,000 - \$7,999 | 134 310 |
| \$8,000 - \$8,999 | 189 429 |
| \$9,000 - \$9,999 | 154 680 |
| \$10,000 - \$10,999 | 115 841 |
| \$11,000 - \$11,999 | 82 440 |
| \$12,000 - \$12,999 | 73 005 |
| \$13,000 or above | 144 298 |
| Total | 1 099 640 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Supplementary Labour Scheme (SLS), would the Administration provide the following information:

- (a) the expenditure and staffing involved in 2012-13;
- (b) the estimated expenditure and staffing for 2013-14; and
- (c) a breakdown, by industry and occupation, of the number of imported workers applied for under the SLS and the success rate in each of the past three years (i.e. 2010-11, 2011-12 and 2012-13)?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) & (b) The SLS is administered by the staff in different divisions of the Labour Department. The expenditure required for running the SLS is subsumed in the Department's overall expenditure and cannot be separately identified.
- (c) In 2010, 2011 and 2012, employers applied to import 2 340, 2 601 and 5 922 workers respectively under the SLS. The corresponding number of imported workers approved was 1 180, 980 and 1 942, representing 50.4%, 37.7% and 32.8% of the respective number of imported workers applied for.

A breakdown of the number of imported workers applied for and approved in 2010, 2011 and 2012 by industry and job title is provided at Annexes 1 to 4.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**Number of imported workers applied for and approved
under the SLS in 2010, 2011 and 2012:
with breakdown by industry**

| Industry | Number of imported workers applied for* | | | Number of imported workers approved* | | |
|--|---|-------|-------|--------------------------------------|------|-------|
| | 2010 | 2011 | 2012 | 2010 | 2011 | 2012 |
| 1. Agriculture and Fishing | 479 | 502 | 496 | 311 | 344 | 507 |
| 2. Manufacturing | 369 | 350 | 373 | 124 | 98 | 140 |
| 3. Construction | 38 | 263 | 2 776 | 1 | 14 | 284 |
| 4. Wholesale, Retail and Import/ Export Trades, Restaurants and Hotels | 265 | 233 | 302 | 58 | 65 | 84 |
| 5. Transport, Storage and Communications | 33 | 95 | 127 | 0 | 2 | 0 |
| 6. Financing, Insurance, Real Estate and Business Services | 57 | 226 | 414 | 3 | 3 | 6 |
| 7. Community, Social and Personal Services | 1 099 | 932 | 1 434 | 683 | 454 | 921 |
| Total | 2 340 | 2 601 | 5 922 | 1 180 | 980 | 1 942 |

*For applications received towards year-end, the approvals may take place in the following year. This explains why in some cases the number of imported workers approved is more than that applied for.

**Number of imported workers applied for and approved
under the SLS in 2010:
with breakdown by job title**

| Job title | Number of imported workers applied for | Number of imported workers approved |
|--|--|---|
| 1. Care Worker (Elderly Service) | 984 | 636 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 396 | 280 |
| 3. Gardening Worker | 76 | 40 |
| 4. Cook | 70 | 28 |
| 5. Machine Operator | 66 | 18 |
| 6. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker | 52 | 39 |
| 7. Quality Controller/ Inspector/ Control Supervisor | 50 | 14 |
| 8. Knitting Machine Operator | 47 | 20 |
| 9. Steel Fabricator/ Steel Worker | 43 | 16 |
| 10. Others | 556 | 89 |
| Total | 2 340 | 1 180 |

**Number of imported workers applied for and approved
under the SLS in 2011:
with breakdown by job title**

| Job title | Number of imported workers applied for | Number of imported workers approved |
|--|--|---|
| 1. Care Worker (Elderly Service) | 771 | 431 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 381 | 296 |
| 3. Welder | 120 | 0 |
| 4. Cook | 113 | 28 |
| 5. Gardening Worker | 105 | 38 |
| 6. Aircraft Cabin Cleaner | 80 | 0 |
| 7. Tunnel Miner | 80 | 0 |
| 8. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker | 49 | 27 |
| 9. Structural Steel Erector | 44 | 0 |
| 10. Others | 858 | 160 |
| Total | 2 601 | 980 |

**Number of imported workers applied for and approved
under the SLS in 2012:
with breakdown by job title**

| Job title | Number of imported workers applied for* | Number of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 1 233 | 864 |
| 2. Livestock/ Poultry/ Fish/ Crop Farm Worker | 379 | 428 |
| 3. Cellular Steel Special Piling Barge Operator | 180 | 109 |
| 4. Cook | 135 | 45 |
| 5. Underwater Stone Column Piling Barge Operator | 120 | 73 |
| 6. Gardening Worker | 107 | 87 |
| 7. Underwater Band Drain Special Barge Operator | 100 | 29 |
| 8. Welder | 83 | 1 |
| 9. High Voltage Overhead Transmission Lines Technician | 70 | 55 |
| 10. Others | 3 515 | 251 |
| Total | 5 922 | 1 942 |

*For applications received towards year-end, the approvals may take place in the following year. This explains why in some cases the number of imported workers approved is more than that applied for.

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title): 700 General non-current

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Work Incentive Transport Subsidy (WITS) Scheme, would the Administration advise on:

- the expenditure involved in 2012-13 (please provide a breakdown of the figures by subsidy payment, staff cost, operating expenses, publicity and promotion);
- the staff establishment and the actual number of staff employed in 2012-13 (including whether there were any non-civil service contract (NCSC) staff);
- the estimated expenditure for 2013-14 (please provide a breakdown of the figures by subsidy payment, staff cost, operating expenses, publicity and promotion); and
- the staff establishment and the estimated number of staff to be employed for 2013-14 (including whether there are any NCSC staff)?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- The expenditure for WITS Scheme in the 2012-13 revised estimate is provided below.

| Item | Amount (\$million) |
|---------------------------------------|--------------------|
| Subsidy payment | 211.9 |
| Staff cost | 60.6 |
| Operating expenses | 5.3 |
| Accommodation and related expenditure | 0.9 |
| Publicity and promotion | 2.9 |
| Total | 281.6 |

- In 2012-13, the WITS Division has an establishment of 198 civil service posts and 100 NCSC positions. As at 28 February 2013, its strength included 148 civil service and 87 NCSC staff.

(c) The estimated expenditure for the WITS Scheme for 2013-14 is provided below.

| Item | Amount (\$million) |
|---------------------------------------|--------------------|
| Subsidy payment | 476.8 |
| Staff cost | 81.6 |
| Operating expenses | 4.2 |
| Accommodation and related expenditure | 7.9 |
| Publicity and promotion | 2.9 |
| Contingency | 3.6 |
| Total | 577.0 |

(d) For 2013-14, the WITS Division will have an establishment of 198 civil service posts and 100 NCSC positions. Its actual strength is subject to caseload and will be kept under review.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) The Department issued 472 warnings and initiated 2 896 prosecutions in respect of employees' rights and benefits in 2012. Please provide a breakdown of the figures by reasons.
- (b) In connection with the above, please provide a similar breakdown of the numbers of requests for assistance or complaints received by the Department.

Asked by: Hon. LEUNG Che-cheung

Reply:

The information sought is provided as follows:

- (a) In 2012, the Labour Department (LD) initiated 2 896 prosecutions in respect of employees' rights and benefits. A breakdown by reasons is given below:

| Reasons | No. of Prosecutions |
|---|---------------------|
| Holiday offence | 1 158 |
| Failure to take out employees' compensation insurance | 797 |
| Wage offence | 713 |
| Defaulting award of Labour Tribunal / Minor Employment Claims Adjudication Board | 98 |
| Failure to keep record of employees | 35 |
| Failure to pay periodical payments under the Employees' Compensation Ordinance | 32 |
| Others | 63 |
| Total | 2 896 |

In the same year, LD issued 472 warnings in respect of employees' rights and benefits. A breakdown by reasons is given below:

| Reasons | No. of Warnings |
|---|-----------------|
| Wage offence | 220 |
| Holiday offence | 173 |
| Failure to display notices of employees' compensation insurance at workplaces | 53 |
| Failure to take out employees' compensation insurance | 20 |
| Others | 6 |
| Total | 472 |

(b) In 2012, LD received 797 complaints, involving 892 complaint items, against infringement of employees' rights and benefits. A breakdown of the complaint items is given below:

| Nature | No. of Complaint Items |
|--|------------------------|
| Wage offence | 400 |
| Breaches of employees' compensation insurance provisions | 259 |
| Holiday offence | 217 |
| Others | 16 |
| Total | 892 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Work Experience and Training Scheme (YWETS) and the Employment Programme for the Middle-aged (EPM) of the Labour Department (LD), could the Administration advise this Committee on the respective expenditure of the two programmes in the past three years (2010-11, 2011-12, 2012-13), the number of beneficiaries each year, the estimated expenditure for the coming three years (2013-14, 2014-15, 2015-16), and how the effectiveness of the two programmes is assessed?

Asked by: Hon. LEUNG Mei-fun, Priscilla

Reply:

In September 2009, LD integrated YWETS and the Youth Pre-employment Training Programme (YPTP) into a “through-train” programme – “YPTP&YWETS”. The integrated YPTP&YWETS operates on the basis of programme year, running from September each year to August of the following year. In the 2010/11 and 2011/12 programme years, YPTP&YWETS enrolled 11 922 and 9 434 trainees respectively. As the 2012/13 Programme will end in August 2013, the full-year enrolment figure is not yet available. For EPM, the number of middle-aged job seekers placed into employment under the programme in 2010, 2011 and 2012 were 3 930, 2 834 and 2 500 respectively.

The expenditure for implementing YPTP&YWETS in 2010-11 and 2011-12 was \$102.9 million and \$82.6 million respectively. The estimated expenditure for 2012-13 is \$69.1 million. The expenditure for implementing EPM in 2010-11 and 2011-12 was \$6.1 million and \$4.0 million respectively. The estimated expenditure for 2012-13 is \$3.8 million. In 2013-14, LD will increase the allowance payable to employers under YPTP&YWETS and EPM so as to encourage employers to offer young people and middle-aged persons more openings and provide them with on-the-job training. If an employer employs a young person or a middle-aged person for on-the-job training post according to the respective requirements under YPTP&YWETS and EPM and pay him \$6,000 or above a month, the allowance payable to the employer will be increased from \$2,000 per month at present to \$3,000 per month. The payment period of the training allowance for YPTP&YWETS is six to 12 months while that for EPM is three to six months. Moreover, to encourage participation in workplace attachment training under YPTP&YWETS, the allowance payable to the trainee who has completed the one-month attachment will be increased from \$2,000 to \$3,000. To cater for the enhancement measures to be implemented, we have earmarked around \$227.4 million and \$14.3 million for implementing YPTP&YWETS and EPM in respectively in 2013-14. We have not estimated the expenditure for implementing YPTP&YWETS and EPM beyond 2013-14.

Each year, we conduct a trainee development survey on trainees who were enrolled on YPTP&YWETS and completed the 12 months' support services. The results of the surveys conducted for the trainees of the 2010/11 and 2011/12 Programmes showed that 75.5% and 72.2% of the respective sampled trainees were in employment at the time of survey. According to the retention survey conducted in April 2012, about 77%

of the job seekers placed under the EPM were able to achieve a retention period of four months or above and 63% could remain in employment for a period of six months or more.

Name in block letters: CHEUK WING HING
Post Title: Commissioner for Labour
Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Administration estimates that the number of inspections under the Factories and Industrial Undertakings Ordinance (FIUO) and the Occupational Safety and Health Ordinance (OSHO) in 2013 will be 113 400, which is less than the actual number 128 821 in 2012. With the number of large-scale construction projects on the increase, accident risks should not be overlooked. Please explain the downward revision.

Asked by: Hon. POON Siu-ping

Reply:

The target number of inspections is a planned figure and the Labour Department (LD) will adjust the actual number of inspections in a year by launching special enforcement operations, having regard to the prevailing hazards to work safety. Indeed, 128 821 inspections were carried out in 2012 versus an original target of 113 400 inspections, owing to the need to curb the rise in construction and electrical work accidents.

To enhance the work safety of large-scale construction projects, LD will identify systemic measures for preventing accidents at source through stepping up the scrutiny of safety audit reports and safety management systems of selected contractors, and of enhancing liaison with the project clients. LD will also launch special enforcement campaigns targeting high risk processes such as work-at-height and electrical works in the construction industry.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Given that the employment situation is satisfactory and some elderly persons wish to re-enter the labour market, does the Labour Department (LD) have any specific measures to facilitate the re-employment of the elderly? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. SHEK Lai-him, Abraham

Reply:

We provide a comprehensive range of employment services free of charge to help job seekers find work. Special counters are set up in all job centres of LD to provide priority registration and referral service for job seekers aged 50 or above. In providing free recruitment services to employers, LD only accepts and displays job vacancies that carry no restrictive and unjustified requirements including age.

The Employment Programme for the Middle-aged (EPM) has been implemented by LD to encourage employers to employ job seekers aged 40 or above. To improve the attractiveness of EPM so that employers will offer middle-aged or elderly persons more job openings and provide them with on-the-job training, the on-the-job training allowance will be increased in June 2013. If an employer employs a middle-aged or an elderly person in a job with on-the-job training according to the requirements under EPM and pays him \$6,000 or above a month, the allowance payable to the employer will be increased from \$2,000 to \$3,000 a month. The payment period of the allowance is three to six months.

Furthermore, LD organises large-scale job fairs at various districts and district-based job fairs in the 12 Job Centres regularly to help job seekers of all ages find work.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90-Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the assistance for young people in securing employment, would the Administration please provide the following information:

- (a) whether the effectiveness of the existing measures has been assessed? If yes, what are the details? If no, what are the reasons?
- (b) a comparison of the unemployment rate of young people with that of other age groups in the past five years (as at 2012); and
- (c) whether there is any commitment to improving the employment services for young people as there will be an increase of 29 posts under this Programme in the coming year (2013-14). If yes, what are the details? If no, what are the reasons?

Asked by: Hon. SHEK Lai-him, Abraham

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) administers the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme (YPTP&YWETS) to enhance the employability and employment opportunities of young people aged 15 to 24 with educational attainment at sub-degree or below level. To evaluate the effectiveness of the programme, YPTP&YWETS office conducts a trainee development survey each year on trainees who were enrolled on the programme and completed the 12 months' support services. The results of the surveys conducted for trainees of the last three programme years showed that more than 70% of the sampled trainees were in employment at the time of survey.

(b) Statistics on unemployment rates by age group from 2008 to 2012 are presented below:

| Age Group | Unemployment Rate (%) | | | | |
|--------------|-----------------------|------|------|------|--------------------------------|
| | 2008 | 2009 | 2010 | 2011 | 2012 (October to December)* |
| 15 – 24 | 8.4 | 12.6 | 12.2 | 9.3 | 7.7 |
| 25 – 29 | 3.0 | 4.8 | 4.1 | 3.5 | 3.2 |
| 30 – 39 | 2.4 | 3.9 | 3.1 | 2.5 | 2.1 |
| 40 – 49 | 3.1 | 4.6 | 3.5 | 2.7 | 2.7 |
| 50 – 59 | 3.7 | 5.3 | 4.2 | 3.3 | 3.1 |
| 60 and above | 1.9 | 3.0 | 2.8 | 2.0 | 1.8 |
| Overall | 3.5 | 5.3 | 4.3 | 3.4 | 3.3^ |

* We have provided the unemployment rates of the last quarter of 2012, as the yearly unemployment rates for 2012 are being compiled.

^ seasonally adjusted unemployment rate

(c) A total of 29 posts will be created under the Employment Services Programme in 2013-14, and 12 of them are for setting up and operating a new job centre in Tung Chung. The remaining 17 staff are for providing employment and recruitment services to job seekers and employers, and administering the various specialised employment programmes of LD, including YPTP&YWETS.

In 2013-14, LD will enhance YPTP&YWETS by increasing the allowance payable to the employers so as to encourage them to offer young people more quality on-the-job training posts with higher remuneration. Starting from June 2013, if an employer employs a young person according to the requirements under YPTP&YWETS and pays him a monthly salary of \$6,000 or above, the allowance payable to the employer will be increased from \$2,000 to \$3,000 a month. The payment period of the training allowance is six to 12 months. Moreover, to encourage participation in workplace attachment training under YPTP&YWETS, the allowance payable to a trainee who has completed the one-month attachment will be increased from \$2,000 to \$3,000.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the provision of career guidance, pre-employment and on-the-job training to young people, would the Administration advise on the following:

- (a) Has any assessment been made on the effectiveness of the services? If yes, what are the details? If no, what are the reasons?
- (b) Is the information about the services enough and timely conveyed to young people? If yes, what are the details? If no, what are the reasons?
- (c) In view of the higher unemployment rate of young people as compared with other age groups, does the Administration have any specific measures for improving the employment of young people this year? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. SHEK Lai-him, Abraham

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) administers the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme (YPTP&YWETS) to enhance the employability and employment opportunities of young people aged 15 to 24 with educational attainment at sub-degree or below level. To evaluate the effectiveness of the programme, each year, YPTP&YWETS office conducts a trainee development survey on trainees who were enrolled on the programme and completed the 12 months' support services. The results of the surveys conducted for trainees of the last three programme years showed that more than 70% of the sampled trainees were in employment at the time of survey.

Apart from YPTP&YWETS, LD operates two Youth Employment Resource Centres (YERCs) to provide personalised advisory and support services on employment and self-employment to young people aged 15 to 29. In 2012, 73 758 young people benefited from a wide range of services provided by the two YERCs, including career assessment and guidance, professional counselling, self-employment support, training on vocational skills and workshops on job search techniques. The services and activities provided helped young people enhance their employability and develop good work attitude, apart from facilitating their career planning and job search. We evaluated the service effectiveness through opinion surveys and focus group discussion and our youth members found the training programmes and counselling services useful in mapping out their career path and pursuing self-employment.

- (b) By making use of a wide range of promotional channels, we reach out to young people to ensure that information on our youth employment services is disseminated to target participants in a timely manner. We have placed advertisements in popular search engines, social networking websites and public transport. Articles featuring the success stories of our trainees are published in youth magazines and publications for secondary school graduates. Leaflets introducing the youth employment services are also available at various outlets, including government departments, non-governmental organisations, youth centres, schools and colleges, as well as housing estates, etc. Promotional emails and mobile short messages are sent to target participants from time to time. Apart from these promotional activities, we maintain close and pro-active liaison with school career masters and training bodies and seek their assistance in enlisting the participation of young people.
- (c) In 2013-14, LD will enhance YPTP&YWETS by increasing the allowance payable to the employers so as to encourage them to offer young people more quality on-the-job training posts with higher remuneration. Starting from June 2013, if an employer employs a young person according to the requirements under YPTP&YWETS and pays him a monthly salary of \$6,000 or above, the allowance payable to the employer will be increased from \$2,000 to \$3,000 a month. The payment period of the training allowance is six to 12 months. Moreover, to encourage participation in workplace attachment training under YPTP&YWETS, the allowance payable to a trainee who has completed the one-month attachment will be increased from \$2,000 to \$3,000.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme:

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) has stated that the number of non-directorate posts would be increased by 50 to 2 241 posts as at 31 March 2014. Please inform this Committee of the nature of work, ranks and salaries of these posts.

Asked by: Hon SHEK Lai-him, Abraham

Reply:

The ranks and salary ranges of the 50 posts to be created are provided as follows:

| Rank | No. of Posts | Salary Range (per month) |
|--|--------------|-----------------------------|
| Senior Labour Officer | 2 | \$87,340 - \$100,625 |
| Labour Officer | 4 | \$55,850 - \$84,290 |
| Assistant Labour Officer I | 3 | \$43,450 - \$54,665 |
| Assistant Labour Officer II | 14 | \$22,405 - \$41,495 |
| Divisional Occupational Safety Officer | 1 | \$55,850 - \$68,735 |
| Occupational Safety Officer I | 5 | \$45,505 - \$54,665 |
| Occupational Safety Officer II | 6 | \$21,330 - \$43,450 |
| Clerical Officer | 2 | \$24,715 - \$31,525 |
| Assistant Clerical Officer | 12 | \$11,520 - \$23,530 |
| Clerical Assistant | 1 | \$10,160 - \$17,835 |
| Total: | 50 | |

The creation of these posts is mainly required for strengthening the services provided by LD in the following areas:

- (a) setting up of a new Job Centre in Tung Chung and enhancing the employment support programmes;
- (b) regulating work safety of mega infrastructure projects and monitoring of safety management system;
and
- (c) following up on the policy study on standard working hours and undertaking a study on improving protection for workers in high-risk occupations in relation to insurance, compensation for work injuries, therapy and rehabilitation.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2013-14, what is the manpower and estimated expenditure involved in introducing amendments to the reinstatement and re-engagement provisions under the Employment Ordinance (EO)? When will the amendment bill be introduced into the Legislative Council (LegCo) and what is its implementation timetable?

Asked by: Hon. TANG Ka-piu

Reply:

We plan to introduce a Bill into the LegCo in the second half of 2013 to amend the EO for empowering the Labour Tribunal or the court to make a compulsory order for reinstatement or re-engagement of an employee who has been unreasonably and unlawfully dismissed. This legislative exercise will continue to be conducted by existing staff in 2013-14, and the staff and other related costs will be absorbed by the Department. The date of bringing the Amendment Bill, if and when enacted, into operation will be considered in the context of the Amendment Bill.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information:

- a breakdown, by District Council (DC) district, of the number of labour disputes and claims in each of the past three years (i.e. 2010-11, 2011-12 and 2012-13);
- a breakdown, by type of claims, of the number of claims and the amount involved in each of the past three years (i.e. 2010-11, 2011-12 and 2012-13); and
- the average time required from filing a claim to its completion of processing and the financial provision required for each claim.

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- The number of labour disputes (involving over 20 employees) and claims (involving 20 or less employees) handled by the Labour Department (LD) in the past three years is as follows:

| Year | Number of labour disputes handled | Number of claims handled |
|------|-----------------------------------|--------------------------|
| 2010 | 68 | 20 434 |
| 2011 | 86 | 18 086 |
| 2012 | 79 | 18 920 |

We do not have breakdown of labour disputes and claims handled by DC district.

- The breakdown of claims handled by LD in the past three years by cause is as follows:

| Cause | Number of claims | | |
|--|------------------|-------|-------|
| | 2010 | 2011 | 2012 |
| Termination of contract | 9 726 | 9 279 | 9 985 |
| Non-payment of wages | 6 052 | 5 128 | 5 442 |
| Non-payment of holiday pay/ annual leave pay/ rest day pay/ sickness allowance | 2 238 | 1 862 | 1 674 |
| Cessation of business/ insolvency | 432 | 256 | 217 |

| Cause | Number of claims | | |
|---|------------------|---------------|---------------|
| | 2010 | 2011 | 2012 |
| Retrenchment / lay-off | 195 | 103 | 70 |
| Variation of terms of employment contract | 45 | 39 | 49 |
| Others | 1 746 | 1 419 | 1 483 |
| Total | 20 434 | 18 086 | 18 920 |

We do not have breakdown on the amount involved in these claims by cause.

- (c) Although we do not keep information on the processing time of claim cases, we have all along been able to meet our pledge of conducting a conciliation meeting within five weeks from the lodging of a claim. Conciliation service is an integral part of the work of LD. Its financial provision cannot be separately identified.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90-Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In matters requiring special attention in 2013-14, it is mentioned that major new plans include "setting up a job centre in Tung Chung". In this regard, would the Administration inform this Committee of the following:

- (a) When will the job centre formally come into operation? What are the estimated number of beneficiaries as well as the estimated expenditure and manpower arrangement involved?
- (b) What will be the scope of services provided by the job centre? Will "labour relations" services be included? If yes, what are the details? If no, will consideration be given to including such services?
- (c) When and how will the effectiveness of the job centre be assessed?
- (d) Is there any plan to set up similar job centres in other districts of the territory? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) The Tung Chung job centre will start operation in early 2014. It will provide employment services to all job seekers, in particular, those residing on Lantau Island which has a total population of about 100 000. About \$1.75 million has been earmarked for setting up the Tung Chung job centre in 2013-14. The estimated annual recurrent expenditure for operating the job centre is about \$5.4 million. There will be 12 staff working in the job centre.
- (b) The Tung Chung job centre will provide free and comprehensive employment services to job seekers, including the provision of latest vacancy information and a wide range of job search facilities such as vacancy search terminals, computers with resume-building software, fax machines and employment resources corner. Job seekers may meet the employment officers in the job centre to obtain job search advice, the latest information of the employment market, training/retraining courses and employment programmes available, and/or to receive career aptitude assessment as appropriate. District-based job fairs will also be held in the job centre where participants can directly make applications to recruiting employers. There is no plan at present to extend the scope of services of the new Tung Chung job centre to cover labour relations services.

- (c) The effectiveness of the Tung Chung job centre will be evaluated on the basis of the number of visitors using the facilities of the job centre, the number of job seekers registered, the number of employment consultation sessions conducted, the number of placements secured, the number of recruitment activities organised and the number of participants in various employment and recruitment activities conducted.
- (d) At present, there is a network of 12 job centres located throughout the territory and job seekers can visit any one of them to make use of their services. Apart from approaching the job centres for employment services, job seekers may also register for employment services online, browse the latest vacancy information and make job applications direct with employers through the Interactive Employment Service website of the Labour Department (LD). Registered job seekers may also call the Telephone Employment Service Hotline for arrangement of job referrals. In addition, user-friendly vacancy search terminals are installed at various locations of the territory to facilitate job seekers to obtain vacancy information. A smartphone application has been developed so that job seekers can access LD's job vacancy database anytime and anywhere through smart phones or mobile reading devices. We have no plan at present to set up more job centres, in addition to the 12 existing job centres and the Tung Chung job centre to be set up in early 2014 as referred to in (a) – (c) above.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Work Incentive Transport Subsidy (WITS) Scheme, please provide the following information:

- (a) As at 1 March 2013, how many WITS applications had been received and what was the number of applicants involved? (Please provide a breakdown by the applicant's gender, age, residential district, household size, household income, personal monthly income, monthly working hours, industry and occupation);
- (b) Of the applications submitted, what were the respective numbers of applicants having received the full-rate and half-rate subsidy? (Please provide a breakdown by the applicant's gender, age, residential district, household size, household income, personal monthly income, monthly working hours, industry and occupation). What were their percentage share in the total number of applicants and the expenditure involved?
- (c) Has any survey been conducted on applicants' actual monthly travelling expenses between home and office? If yes, what are the findings of the survey? If no, is there any plan to conduct such a survey?
- (d) What is the estimated number of new WITS applicants in 2013-14? Is there any plan to devise a publicity programme specifically for the enhancement measures to strengthen promotion among grassroots employees? If yes, what are the details and estimated expenditure? If no, what are the reasons? and
- (e) What are the estimated expenditure and manpower involved in processing WITS applications in 2013-14?

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) & (b) As at 1 March 2013, the WITS Scheme had received 80 701 applications involving a gross applicant count of 88 625. Processing of application was completed for 82 218 applicants (gross count), of whom 68 224 applicants (gross count) were granted the subsidy totalling \$265.7 million. Breakdowns of the applicants received and granted the subsidy (gross applicant count) by gender, age, residential district, household size, household income, personal monthly income, monthly working hours, industry and occupation are set out at Annex. The respective numbers of applicants having received the full-rate and half-rate subsidy, their percentage share in the total number of applicants and the expenditure involved are provided below.

| Subsidy granted | No. of applicants granted the subsidy (gross applicant count) | Percentage of total number of applicants with processing completed (gross applicant count) | Amount of subsidy granted (\$million) |
|---|---|--|---------------------------------------|
| Full-rate subsidy | 62 969 | 76.6% | 250.7 |
| Half-rate subsidy | 1 266 | 1.5% | 1.9 |
| Full-rate and half-rate subsidy in different months | 3 989 | 4.9% | 13.1 |

- (c) According to the results of a supplementary enquiry conducted via the General Household Survey (GHS) in the third quarter of 2011, the average monthly expense of WITS target beneficiaries on public transport for travelling to and from work was \$436, and that for those working across districts was \$472. The supplementary enquiry was also conducted via the GHS in the fourth quarter of 2012 and processing of the data is in progress.
- (d) As the GHS does not collect data about the asset levels of employed persons who meet the income limits and working hours requirement of the WITS Scheme, we are not able to estimate the number of new applicants in 2013-14. The Labour Department will continue to organise publicity activities to promote the enhanced WITS Scheme. The activities include: broadcasting television and radio Announcements in the Public Interest; advertising in newspapers and publications of target organisations; publishing leaflets and posters for wide distribution and display; inserting promotional message in water bills; publicising in job fairs, exhibitions and briefings for stakeholders; and displaying banners for outdoor publicity. The estimated expenditure in 2013-14 is \$2.9 million.
- (e) The estimated expenditure for the WITS Scheme in 2013-14 is \$577 million. The WITS Division will have an establishment of 198 civil service posts and 100 non-civil service contract positions in 2013-14. Its actual strength is subject to caseload and will be kept under review.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

Work Incentive Transport Subsidy Scheme

Number of applicants received and granted the subsidy (gross applicant count) as at 1 March 2013
with breakdowns by gender, age, residential district, household size, household income,
personal monthly income, monthly working hours, industry and occupation

Breakdown by gender

| Gender | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) | | | |
|---------------------------------------|---|--|-------------------|---|--------|
| | | Full-rate subsidy | Half-rate subsidy | Full-rate and half-rate subsidy in different months | Total |
| Male | 46 131 | 34 248 | 210 | 1 322 | 35 780 |
| Female | 42 435 | 28 721 | 1 056 | 2 667 | 32 444 |
| Information not provided by applicant | 59 | - | - | - | - |
| Total | 88 625 | 62 969 | 1 266 | 3 989 | 68 224 |

Breakdown by age

| Age | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) | | | |
|---------------------------------------|---|--|-------------------|---|--------|
| | | Full-rate subsidy | Half-rate subsidy | Full-rate and half-rate subsidy in different months | Total |
| 19 or below | 769 | 368 | 12 | 67 | 447 |
| 20-29 | 8 481 | 5 163 | 84 | 469 | 5 716 |
| 30-39 | 18 877 | 13 381 | 270 | 883 | 14 534 |
| 40-49 | 31 746 | 23 227 | 535 | 1 479 | 25 241 |
| 50-59 | 20 926 | 15 212 | 278 | 871 | 16 361 |
| 60 or above | 7 729 | 5 618 | 87 | 220 | 5 925 |
| Information not provided by applicant | 97 | - | - | - | - |
| Total | 88 625 | 62 969 | 1 266 | 3 989 | 68 224 |

Breakdown by residential district

| District Council district | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) | | | |
|---------------------------------------|--|---|-------------------|---|--------|
| | | Full-rate subsidy | Half-rate subsidy | Full-rate and half-rate subsidy in different months | Total |
| Central & Western | 664 | 409 | 10 | 34 | 453 |
| Eastern | 3 360 | 2 289 | 64 | 144 | 2 497 |
| Southern | 1 684 | 1 153 | 37 | 76 | 1 266 |
| Wan Chai | 391 | 245 | 5 | 20 | 270 |
| Kowloon City | 2 986 | 2 131 | 35 | 139 | 2 305 |
| Kwun Tong | 12 859 | 9 287 | 208 | 643 | 10 138 |
| Sham Shui Po | 6 760 | 4 755 | 122 | 329 | 5 206 |
| Wong Tai Sin | 6 269 | 4 444 | 109 | 316 | 4 869 |
| Yau Tsim Mong | 2 141 | 1 406 | 28 | 77 | 1 511 |
| Islands | 2 330 | 1 734 | 39 | 100 | 1 873 |
| Kwai Tsing | 9 243 | 6 724 | 132 | 391 | 7 247 |
| North | 4 523 | 3 216 | 40 | 186 | 3 442 |
| Sai Kung | 3 446 | 2 291 | 32 | 156 | 2 479 |
| Sha Tin | 6 087 | 4 242 | 98 | 287 | 4 627 |
| Tai Po | 2 371 | 1 623 | 20 | 101 | 1 744 |
| Tsuen Wan | 2 578 | 1 751 | 23 | 117 | 1 891 |
| Tuen Mun | 9 272 | 6 894 | 102 | 374 | 7 370 |
| Yuen Long | 11 195 | 8 109 | 161 | 468 | 8 738 |
| Outside Hong Kong | 396 | 266 | 1 | 31 | 298 |
| Information not provided by applicant | 70 | - | - | - | - |
| Total | 88 625 | 62 969 | 1 266 | 3 989 | 68 224 |

Breakdown by household size

| Household size | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) | | | |
|--------------------|--|---|-------------------|---|--------|
| | | Full-rate subsidy | Half-rate subsidy | Full-rate and half-rate subsidy in different months | Total |
| 1 person | 9 122 | 5 195 | 158 | 624 | 5 977 |
| 2 persons | 24 892 | 18 300 | 352 | 1 152 | 19 804 |
| 3 persons | 25 950 | 18 898 | 366 | 1 168 | 20 432 |
| 4 persons | 21 500 | 15 514 | 314 | 802 | 16 630 |
| 5 persons | 5 307 | 3 790 | 66 | 181 | 4 037 |
| 6 persons or above | 1 854 | 1 272 | 10 | 62 | 1 344 |
| Total | 88 625 | 62 969 | 1 266 | 3 989 | 68 224 |

Breakdown by household income

| Average monthly household income | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) | | | |
|---------------------------------------|--|---|-------------------|---|--------|
| | | Full-rate subsidy | Half-rate subsidy | Full-rate and half-rate subsidy in different months | Total |
| \$6,000 or below | 16 850 | 9 724 | 686 | 2 082 | 12 492 |
| \$6,001-\$8,000 | 17 483 | 12 996 | 77 | 527 | 13 600 |
| \$8,001-\$10,000 | 19 604 | 15 450 | 135 | 511 | 16 096 |
| \$10,001-\$12,000 | 16 746 | 12 966 | 207 | 447 | 13 620 |
| \$12,001-\$14,000 | 11 146 | 8 348 | 117 | 300 | 8 765 |
| \$14,001-\$16,000 | 4 091 | 2 632 | 25 | 84 | 2 741 |
| \$16,001-\$18,000 | 1 202 | 608 | 11 | 28 | 647 |
| \$18,001-\$20,000 | 369 | 151 | 2 | 6 | 159 |
| \$20,001 or above | 443 | 94 | 6 | 4 | 104 |
| Information not provided by applicant | 691 | - | - | - | - |
| Total | 88 625 | 62 969 | 1 266 | 3 989 | 68 224 |

Breakdown by personal monthly income

| Average personal monthly income | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) | | | |
|---|--|---|-------------------|---|--------|
| | | Full-rate subsidy | Half-rate subsidy | Full-rate and half-rate subsidy in different months | Total |
| \$6,500 or below | 32 514 | 18 125 | 1 255 | 3 394 | 22 774 |
| More than \$6,500 but less than or equal to \$7,300 | 9 964 | 7 600 | 3 | 190 | 7 793 |
| More than \$7,300 | 45 592 | 37 244 | 8 | 405 | 37 657 |
| Information not provided by applicant | 555 | - | - | - | - |
| Total | 88 625 | 62 969 | 1 266 | 3 989 | 68 224 |

Breakdown by monthly working hours

| Average monthly working hours | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) | | | |
|--|--|---|-------------------|---|--------|
| | | Full-rate subsidy | Half-rate subsidy | Full-rate and half-rate subsidy in different months | Total |
| Less than 36 hours | 2 243 | - | - | - | - |
| Less than 72 hours but at least 36 hours | 3 856 | - | 1 266 | 693 | 1 959 |
| 72 hours or more | 80 874 | 62 969 | - | 3 296 | 66 265 |
| Information not provided by applicant | 1 652 | - | - | - | - |
| Total | 88 625 | 62 969 | 1 266 | 3 989 | 68 224 |

Breakdown by industry

| Industry | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) | | | |
|--|---|--|-------------------|---|--------|
| | | Full-rate subsidy | Half-rate subsidy | Full-rate and half-rate subsidy in different months | Total |
| Manufacturing | 5 309 | 3 995 | 36 | 164 | 4 195 |
| Construction | 4 470 | 3 024 | 17 | 181 | 3 222 |
| Import/export trade, wholesale and retail | 12 072 | 8 714 | 117 | 505 | 9 336 |
| Accommodation and food services | 16 035 | 11 079 | 250 | 957 | 12 286 |
| Transportation, storage, postal and courier services, information and communications | 8 343 | 6 302 | 43 | 268 | 6 613 |
| Financing, insurance, real estate, professional and business services | 26 929 | 19 774 | 321 | 1 019 | 21 114 |
| Public administration, social and personal services | 13 559 | 9 294 | 468 | 852 | 10 614 |
| Others | 1 169 | 787 | 14 | 43 | 844 |
| Information not provided by applicant | 739 | - | - | - | - |
| Total | 88 625 | 62 969 | 1 266 | 3 989 | 68 224 |

Breakdown by occupation

| Occupation | No. of applicants received (gross applicant count) | No. of applicants granted the subsidy (gross applicant count) | | | |
|--|---|--|-------------------|---|--------|
| | | Full-rate subsidy | Half-rate subsidy | Full-rate and half-rate subsidy in different months | Total |
| Professionals | 1 097 | 721 | 21 | 53 | 795 |
| Associate professionals | 3 189 | 2 264 | 49 | 121 | 2 434 |
| Clerks | 10 671 | 7 701 | 105 | 437 | 8 243 |
| Service workers and shop sales workers | 22 317 | 15 487 | 275 | 1 299 | 17 061 |
| Elementary occupations | 42 642 | 31 082 | 744 | 1 766 | 33 592 |
| Craft and related workers | 3 951 | 2 941 | 19 | 139 | 3 099 |
| Plant and machine operators and assemblers | 1 669 | 1 240 | 3 | 46 | 1 289 |
| Others | 2 365 | 1 533 | 50 | 128 | 1 711 |
| Information not provided by applicant | 724 | - | - | - | - |
| Total | 88 625 | 62 969 | 1 266 | 3 989 | 68 224 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide a breakdown (by gender, age, nationality and residential district) of the total numbers of ethnic minority job seekers registered with the Labour Department (LD), and a breakdown (by gender, age, nationality, residential district, industry and occupation, mode of employment, earnings and working hours) of the numbers and rates of successful placements in the past three years (i.e. 2010-11, 2011-12 and 2012-13). In 2013-14, will there be any targeted measures to enhance employment support to ethnic minority job seekers in career guidance, pre-employment and on-the-job training? If yes, what are the details and estimated expenditure? If no, what are the reasons?

Asked by: Hon. TANG Ka-piu

Reply:

In 2010, 2011 and 2012, the numbers of ethnic minority job seekers registered with LD for employment services were 1 234, 901 and 981 respectively. The gender, age, nationality and district profile of these job seekers are provided in Annex 1.

Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies via LD. In 2010, 2011 and 2012, 105, 72 and 61 placements were secured for ethnic minority job seekers through the referral services. While we do not have the breakdowns of these placements by mode of employment and working hours, breakdowns of these placements by gender, age, nationality, district, industry, occupation and earnings are provided in Annex 2. Over 90% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers who have secured employment through direct application are not required to report their placement positions to LD, we therefore do not have information on placements secured through direct application by the job seekers.

In addition to a wide range of employment services available for all job seekers, resource corners and special counters have been set up at all 12 LD job centres to assist ethnic minority job seekers. Tailor-made employment briefings are organised to help the job seekers better understand the local labour market situation and improve job search skills. Ethnic minority job seekers may also meet the employment officers in job centres to obtain job search advice and information on training/retraining courses, and/or to receive career aptitude assessment as appropriate. Those who have difficulties finding jobs are encouraged to participate in various employment programmes to enhance employability. The employment services provided to ethnic minority job seekers are provided as part of the services of job centres, and a separate breakdown of expenditure involved is not available.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

Number of ethnic minority job seekers registered with LD(i) By gender

| Gender | No. of job seekers | | |
|--------------|--------------------|------------|------------|
| | 2010 | 2011 | 2012 |
| Male | 707 | 494 | 563 |
| Female | 527 | 407 | 418 |
| Total | 1 234 | 901 | 981 |

(ii) By age

| Age | No. of job seekers | | |
|--------------|--------------------|------------|------------|
| | 2010 | 2011 | 2012 |
| 15 to 19 | 95 | 64 | 85 |
| 20 to 29 | 325 | 223 | 221 |
| 30 to 39 | 392 | 274 | 308 |
| 40 to 49 | 283 | 211 | 228 |
| 50 to 59 | 119 | 110 | 117 |
| 60 or above | 20 | 19 | 22 |
| Total | 1 234 | 901 | 981 |

(iii) By nationality

| Nationality | No. of job seekers | | |
|--------------|--------------------|------------|------------|
| | 2010 | 2011 | 2012 |
| Pakistani | 284 | 220 | 245 |
| Indian | 285 | 160 | 185 |
| Filipino | 170 | 178 | 158 |
| Nepalese | 146 | 84 | 98 |
| Indonesian | 109 | 78 | 69 |
| Thai | 59 | 66 | 67 |
| Others | 181 | 115 | 159 |
| Total | 1 234 | 901 | 981 |

(iv) By district

| District | No. of job seekers | | |
|-------------------------|---------------------------|-------------|-------------|
| | 2010 | 2011 | 2012 |
| Hong Kong Island | 320 | 246 | 281 |
| Kowloon West | 239 | 153 | 170 |
| Kowloon East | 215 | 126 | 173 |
| New Territories East | 105 | 89 | 65 |
| New Territories West | 355 | 287 | 292 |
| Total | 1 234 | 901 | 981 |

Number of job placements secured for ethnic minority job seekers through direct referral by LD(i) By gender

| Gender | No. of placements | | |
|--------------|-------------------|-----------|-----------|
| | 2010 | 2011 | 2012 |
| Male | 38 | 26 | 19 |
| Female | 67 | 46 | 42 |
| Total | 105 | 72 | 61 |

(ii) By age

| Age | No. of placements | | |
|--------------|-------------------|-----------|-----------|
| | 2010 | 2011 | 2012 |
| 15 to 19 | 1 | 3 | 4 |
| 20 to 29 | 19 | 12 | 14 |
| 30 to 39 | 25 | 17 | 10 |
| 40 to 49 | 34 | 25 | 21 |
| 50 to 59 | 25 | 12 | 7 |
| 60 or above | 1 | 3 | 5 |
| Total | 105 | 72 | 61 |

(iii) By nationality

| Nationality | No. of placements | | |
|--------------|-------------------|-----------|-----------|
| | 2010 | 2011 | 2012 |
| Pakistani | 21 | 11 | 8 |
| Indian | 11 | 10 | 4 |
| Filipino | 23 | 12 | 18 |
| Nepalese | 6 | 4 | 1 |
| Indonesian | 12 | 13 | 14 |
| Thai | 13 | 14 | 8 |
| Others | 19 | 8 | 8 |
| Total | 105 | 72 | 61 |

(iv) By district

| District | No. of placements | | |
|----------------------|-------------------|-----------|-----------|
| | 2010 | 2011 | 2012 |
| Hong Kong Island | 25 | 18 | 17 |
| Kowloon West | 8 | 6 | 5 |
| Kowloon East | 26 | 14 | 9 |
| New Territories East | 14 | 8 | 6 |
| New Territories West | 32 | 26 | 24 |
| Total | 105 | 72 | 61 |

(v) By industry

| Industry | No. of placements | | |
|--|-------------------|-----------|-----------|
| | 2010 | 2011 | 2012 |
| Manufacturing | 7 | 6 | 5 |
| Construction | 13 | 5 | 5 |
| Wholesale, retail and import/export trades, restaurants and hotels | 40 | 34 | 26 |
| Transport, storage and communications | 8 | 3 | 4 |
| Financing, insurance, real estate and business services | 9 | 9 | 7 |
| Community, social and personal services | 25 | 14 | 13 |
| Others (including government sector) | 3 | 1 | 1 |
| Total | 105 | 72 | 61 |

(vi) By occupation

| Occupation | No. of placements | | |
|--|-------------------|-----------|-----------|
| | 2010 | 2011 | 2012 |
| Managers and Administrators, Professionals and Associate professionals | 4 | 4 | 5 |
| Clerical support workers | 8 | 2 | 7 |
| Service workers | 12 | 13 | 12 |
| Shop sales workers | 10 | 8 | 5 |
| Craft and related workers | 3 | 1 | 2 |
| Plant and machine operators and assemblers | 6 | 4 | 2 |
| Elementary occupations | 62 | 40 | 28 |
| Total | 105 | 72 | 61 |

(vii) By earnings

| Monthly earnings | No. of placements | | |
|-------------------|-------------------|-----------|-----------|
| | 2010 | 2011 | 2012 |
| Below \$4,000 | 19 | 4 | 4 |
| \$4,000 - \$4,999 | 7 | 3 | 2 |
| \$5,000 - \$5,999 | 12 | 8 | 3 |
| \$6,000 - \$6,999 | 19 | 11 | 12 |
| \$7,000 - \$7,999 | 20 | 14 | 11 |
| \$8,000 - \$8,999 | 12 | 12 | 8 |
| \$9,000 - \$9,999 | 6 | 7 | 10 |
| \$10,000 or above | 10 | 13 | 11 |
| Total | 105 | 72 | 61 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide a breakdown (by gender, age, nationality, educational attainment and residential district) of the total numbers of new arrival job seekers registered with the Labour Department (LD), and a breakdown (by gender, age, nationality, educational attainment, residential district, industry and occupation, mode of employment, earnings and working hours) of the numbers and rates of successful placements in the past three years (i.e. 2010-11, 2011-12 and 2012-13). In 2013-14, will there be any targeted measures to enhance employment support to new arrival job seekers in career guidance, pre-employment and on-the-job support? If yes, what are the details and estimated expenditure? If no, what are the reasons?

Asked by: Hon. TANG Ka-piu

Reply:

In 2010, 2011 and 2012, the numbers of new arrival job seekers registered with LD for employment services were 9 941, 7 773 and 8 354 respectively. The gender, age, educational attainment and district profile of these job seekers are provided in the tables below:

By gender

| Gender | No. of job seekers | | |
|--------------|--------------------|--------------|--------------|
| | 2010 | 2011 | 2012 |
| Male | 2 856 | 2 204 | 2 630 |
| Female | 7 085 | 5 569 | 5 724 |
| Total | 9 941 | 7 773 | 8 354 |

By age

| Age | No. of job seekers | | |
|--------------|--------------------|--------------|--------------|
| | 2010 | 2011 | 2012 |
| 15 to 19 | 939 | 499 | 624 |
| 20 to 29 | 3 820 | 2 964 | 3 093 |
| 30 to 39 | 3 146 | 2 530 | 2 692 |
| 40 to 49 | 1 605 | 1 408 | 1 460 |
| 50 to 59 | 379 | 321 | 403 |
| 60 or above | 52 | 51 | 82 |
| Total | 9 941 | 7 773 | 8 354 |

By educational attainment

| Education level | No. of job seekers | | |
|--------------------|--------------------|--------------|--------------|
| | 2010 | 2011 | 2012 |
| Primary 6 or below | 492 | 349 | 337 |
| Secondary 1 – 3 | 2 923 | 2 394 | 2 230 |
| Secondary 4 – 5 | 2 652 | 1 754 | 1 604 |
| Secondary 6 – 7 | 1 482 | 1 329 | 1 972 |
| Post-secondary | 2 392 | 1 947 | 2 211 |
| Total | 9 941 | 7 773 | 8 354 |

By district

| District | No. of job seekers | | |
|----------------------|--------------------|--------------|--------------|
| | 2010 | 2011 | 2012 |
| Hong Kong Island | 1 261 | 1 090 | 1 183 |
| Kowloon West | 2 023 | 1 589 | 1 549 |
| Kowloon East | 2 467 | 1 878 | 2 191 |
| New Territories East | 1 630 | 1 259 | 1 498 |
| New Territories West | 2 560 | 1 957 | 1 933 |
| Total | 9 941 | 7 773 | 8 354 |

Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers who have secured employment through direct application are not required to report their placement positions to LD. We therefore do not have information on the placements secured through direct application by the job seekers. On the other hand, we have statistics of those placements secured for job seekers through the referral services of LD. In 2010, 2011 and 2012, 1 299, 1 148 and 1 082 placements were secured respectively for new arrival job seekers through referral services by LD. While there is no

breakdown of these placements by mode of employment, working hours or nationality, we have a breakdown of these placements by gender, age, educational attainment, district, industry, occupation and earnings. The information is provided in the tables below:

By gender

| Gender | No. of placements | | |
|--------------|-------------------|--------------|--------------|
| | 2010 | 2011 | 2012 |
| Male | 292 | 243 | 276 |
| Female | 1 007 | 905 | 806 |
| Total | 1 299 | 1 148 | 1 082 |

By age

| Age | No. of placements | | |
|--------------|-------------------|--------------|--------------|
| | 2010 | 2011 | 2012 |
| 15 to 19 | 50 | 42 | 35 |
| 20 to 29 | 425 | 415 | 420 |
| 30 to 39 | 494 | 413 | 352 |
| 40 to 49 | 272 | 227 | 206 |
| 50 to 59 | 48 | 45 | 57 |
| 60 or above | 10 | 6 | 12 |
| Total | 1 299 | 1 148 | 1 082 |

By educational attainment

| Education level | No. of placements | | |
|--------------------|-------------------|--------------|--------------|
| | 2010 | 2011 | 2012 |
| Primary 6 or below | 56 | 54 | 44 |
| Secondary 1 – 3 | 462 | 388 | 308 |
| Secondary 4 – 5 | 342 | 279 | 232 |
| Secondary 6 – 7 | 194 | 245 | 285 |
| Post-secondary | 245 | 182 | 213 |
| Total | 1 299 | 1 148 | 1 082 |

By district

| District | No. of placements | | |
|----------------------|-------------------|--------------|--------------|
| | 2010 | 2011 | 2012 |
| Hong Kong Island | 184 | 177 | 152 |
| Kowloon West | 181 | 213 | 164 |
| Kowloon East | 351 | 252 | 264 |
| New Territories East | 205 | 188 | 193 |
| New Territories West | 378 | 318 | 309 |
| Total | 1 299 | 1 148 | 1 082 |

By industry

| Industry | No. of placements | | |
|--|-------------------|--------------|--------------|
| | 2010 | 2011 | 2012 |
| Manufacturing | 124 | 63 | 60 |
| Construction | 20 | 18 | 25 |
| Wholesale, retail and import/export trades, restaurants and hotels | 685 | 727 | 655 |
| Transport, storage and communications | 54 | 29 | 50 |
| Financing, insurance, real estate and business services | 137 | 106 | 102 |
| Community, social and personal services | 274 | 200 | 186 |
| Others (including government sector) | 5 | 5 | 4 |
| Total | 1 299 | 1 148 | 1 082 |

By occupation

| Occupation | No. of placements | | |
|--|-------------------|--------------|--------------|
| | 2010 | 2011 | 2012 |
| Managers and administrators, professionals and associate professionals | 86 | 66 | 56 |
| Clerical support workers | 160 | 124 | 145 |
| Service workers | 276 | 280 | 228 |
| Shop sales workers | 322 | 357 | 369 |
| Skilled agricultural and fishery workers | 5 | 1 | 5 |
| Craft and related workers | 20 | 19 | 24 |
| Plant and machine operators and assemblers | 26 | 18 | 14 |
| Elementary occupations | 404 | 283 | 241 |
| Total | 1 299 | 1 148 | 1 082 |

By earnings

| Monthly earnings | No. of placements | | |
|-------------------|-------------------|--------------|--------------|
| | 2010 | 2011 | 2012 |
| Below \$4,000 | 177 | 106 | 64 |
| \$4,000 - \$4,999 | 80 | 47 | 34 |
| \$5,000 - \$5,999 | 178 | 84 | 47 |
| \$6,000 - \$6,999 | 349 | 207 | 140 |
| \$7,000 - \$7,999 | 289 | 274 | 213 |
| \$8,000 - \$8,999 | 124 | 257 | 284 |
| \$9,000 - \$9,999 | 62 | 74 | 155 |
| \$10,000 or above | 40 | 99 | 145 |
| Total | 1 299 | 1 148 | 1 082 |

In addition to a wide range of employment services available for all job seekers, we have specifically set up resource corners and special counters to assist new arrival job seekers at LD job centres. Tailor-made employment briefings are organised to help them better understand the local labour market situation and improve job search skills. New arrival job seekers may also meet the employment officers in the job centres to obtain job search advice and information on training/retraining courses, and/or to receive career aptitude assessment as appropriate. Those who have difficulties in finding jobs are encouraged to participate in various employment programmes to enhance their employability. The employment services provided to new arrival job seekers are provided as part of the services of the job centres and the expenditure involved is absorbed by the Department.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information:

- (a) A breakdown by industry, occupation and cause of fatal accidents in industrial and non-industrial undertakings in each of the past 10 years (i.e. 2003-04 to 2012-13);
- (b) The number of fatal accidents in non-industrial undertakings in the past two years (i.e. 2011 and 2012) was significantly higher than that in industrial undertakings by more than fivefold. What were the reasons?
- (c) Were there any employers convicted for non-compliance resulting in accidents? If yes, what are the details and the relevant penalties; and
- (d) What are the estimated numbers of regular and surprise inspections to be carried out in 2013-14? What are the manpower and funding requirement involved?

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) A breakdown of fatal accidents by industry and types of accidents from 2003 to the first three quarters of 2012 are provided at Annexes 1 to 4. The Labour Department (LD) does not keep information on accidents by occupation.
- (b) The total number of fatal cases in industrial and non-industrial undertakings was 44 in 2011 and 281 in the first three quarters of 2012. Fatal cases in which employers violated requirements under safety legislation were mostly industrial accidents. The majority of non-industrial fatal cases were natural death cases and suspected suicide cases (63%), and cases that happened outside Hong Kong (17%).
- (c) In 2011 and 2012, the prosecutions arising from accident cases against employers, contractors and proprietors, etc. under the Occupational Safety and Health Ordinance and the Factories and Industrial Undertakings Ordinance and their subsidiary regulations, as well as the court judgments, are set out as below:

| | 2011 | 2012 |
|----------------------------------|------|------|
| Total no. of summonses heard | 501 | 619 |
| Total no. of summonses convicted | 370 | 444 |

The breakdown of the average fine and the highest fine for the common offences arising from accident cases are as follows:

| | 2011 | | 2012 | |
|---|--------------|--------------|--------------|--------------|
| | Average fine | Highest fine | Average fine | Highest fine |
| Failed to provide and maintain safe plant and system of work (Maximum statutory fine: \$500,000 & imprisonment for 6 months) | \$14,484 | \$50,000 | \$14,244 | \$60,000 |
| Failed to take adequate steps to prevent person from falling from a height (Maximum statutory fine: \$200,000 & imprisonment for 12 months) | \$19,097 | \$56,000 | \$15,518 | \$50,000 |

- (d) The target number of inspections to workplaces in 2013 was set at 113 400. All inspections to workplaces were surprise inspections. Enforcement programme on occupational safety and health is an integral part of LD's ongoing work and the expenditure involved is absorbed by LD and is not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**Industrial Fatalities by Industry
2003 to the First Three Quarters of 2012**

| Industry Section | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | First three quarters of 2012 |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------------------------|
| Construction | 25 | 17 | 25 | 16 | 19 | 20 | 19 | 9 | 23 | 13 |
| Transportation, storage, postal and courier services | 1 | 4 | 3 | 3 | 3 | 2 | 0 | 4 | 1 | 0 |
| Manufacturing | 1 | 2 | 0 | 4 | 1 | 2 | 1 | 1 | 4 | 0 |
| Electricity, gas and waste management | 1 | 1 | 0 | 2 | 2 | 0 | 0 | 4 | 1 | 0 |
| Public administration, and social and personal services | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 1 |
| Accommodation and food services | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Total | 28 | 24 | 29 | 26 | 25 | 24 | 21 | 18 | 29 | 15 |

Note: The industry classification system was adjusted in 2009 which may affect the distribution of accidents among some industries.

**Non-Industrial Undertaking Fatalities by Industry
2003 to the First Three Quarters of 2012**

| Industry Section | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | First three quarters of 2012 |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------------------------|
| Professional and business services, financing and insurance, real estate, public administration, and social and personal services | 71 | 75 | 66 | 81 | 58 | 73 | 54 | 63 | 71 | 54 |
| Transportation, storage, postal and courier services, information and communications | 26 | 25 | 31 | 26 | 25 | 23 | 30 | 31 | 28 | 12 |
| Import/export, wholesale and retail trades, accommodation and food services | 13 | 21 | 21 | 27 | 22 | 20 | 22 | 32 | 23 | 28 |
| Construction | 8 | 5 | 16 | 4 | 18 | 16 | 22 | 17 | 23 | 14 |
| Manufacturing | 17 | 27 | 14 | 15 | 18 | 14 | 5 | 13 | 10 | 8 |
| Electricity, gas and waste management | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 3 | 0 |
| Agriculture, forestry and fishing | 0 | 2 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| Other industries | 7 | 8 | 9 | 8 | 5 | 11 | 10 | 8 | 4 | 3 |
| Total | 143 | 163 | 158 | 161 | 147 | 157 | 144 | 165 | 162 | 119 |

Note: The industry classification system was adjusted in 2009 which may affect the distribution of accidents among some industries.

**Industrial Fatalities by Type of Accident
2003 to the First Three Quarters of 2012**

| Type of Accident | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | First three quarters of 2012 |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------------------------|
| Fall of person from height | 9 | 10 | 16 | 11 | 10 | 9 | 15 | 6 | 11 | 7 |
| Striking against or struck by moving object | 2 | 5 | 1 | 3 | 2 | 5 | 2 | 3 | 8 | 1 |
| Contact with electricity or electric discharge | 3 | 1 | 3 | 0 | 2 | 5 | 1 | 1 | 2 | 5 |
| Struck by falling object | 3 | 4 | 0 | 2 | 4 | 1 | 1 | 0 | 3 | 0 |
| Trapped by collapsing or overturning object | 2 | 1 | 3 | 3 | 2 | 2 | 0 | 1 | 2 | 1 |
| Trapped in or between objects | 1 | 2 | 0 | 2 | 3 | 0 | 0 | 3 | 1 | 0 |
| Others | 8 | 1 | 6 | 5 | 2 | 2 | 2 | 4 | 2 | 1 |
| TOTAL | 28 | 24 | 29 | 26 | 25 | 24 | 21 | 18 | 29 | 15 |

**Non-Industrial Undertaking Fatalities by Type of Accident
2003 to the First Three Quarters of 2012**

| Type of Accident | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | First three quarters of 2012 |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------------------------|
| Struck by moving vehicle | 27 | 44 | 30 | 35 | 28 | 34 | 18 | 24 | 30 | 19 |
| Fall of person from height | 3 | 13 | 12 | 10 | 10 | 16 | 10 | 9 | 10 | 11 |
| Drowning | 3 | 2 | 6 | 4 | 6 | 3 | 4 | 3 | 1 | 1 |
| Injured in workplace violence | 2 | 1 | 3 | 4 | 0 | 2 | 2 | 5 | 2 | 1 |
| Asphyxiation | 1 | 5 | 5 | 2 | 3 | 3 | 2 | 0 | 0 | 0 |
| Striking against or struck by moving object | 0 | 1 | 5 | 2 | 2 | 1 | 1 | 0 | 0 | 0 |
| Others | 107 | 97 | 97 | 104 | 98 | 98 | 107 | 124 | 119 | 87 |
| TOTAL | 143 | 163 | 158 | 161 | 147 | 157 | 144 | 165 | 162 | 119 |

Note: Most of the fatalities classified as “Others” were related to natural deaths.

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In paragraph 80 of the Budget Speech, the Financial Secretary said that he “understands that there may be transitional labour shortages for some jobs in certain sectors, or even longer-term shortages in a number of obnoxious trades.” In this connection, the Administration will deal with the problem of labour importation. Would the Administration advise this Committee on the following:

- (a) What was the number of workers imported under the Supplementary Labour Scheme (SLS) last year?
- (b) What was the number of employers participating in the SLS since its implementation? What were the industries involved?
- (c) What was the ratio of workers imported under the SLS to job vacancies (please provide a breakdown by industry)?
- (d) With regard to the elderly care sector, prior to 2003, all private residential care homes for the elderly (RCHEs) participating in the Enhanced Bought Place Scheme (EBPS) were allowed to import workers on a pro-rata basis. Prior to the abandonment of such a policy, what was the average number of home places purchased from private RCHEs by the Administration per year? What was the average total number of care workers serving in these RCHEs per year? Among them, what was the number of workers imported for non-bought places in the RCHEs? What was the ratio of imported workers working for the non-bought places to those working for the bought places?

Asked by: Hon. TIEN Puk-sun, Michael

Reply:

The information sought is provided as follows:

- (a) In 2012, 1 942 imported workers were approved under the SLS.
- (b) We do not keep the number of employers participating in the SLS since implementation. In 2012, we received a total of 947 applications under the SLS with the majority of employers coming from the sectors of “Elderly Care” (40.7%), “Agriculture and Fishing” (22.5%) and “Wholesale, Retail and Import/ Export Trades, Restaurants and Hotels” (12.9%).
- (c) In 2012, approval was granted to import 1 942 workers, representing 32.8% of the 5 922 job vacancies available under the SLS. A breakdown of the number of job vacancies available and imported workers approved by industry is provided at Annex.

- (d) As at 31 October 2003, i.e. before the implementation of the measure to restrict private RCHEs participating in the EBPS from employing imported care workers under the SLS, the Social Welfare Department (SWD) had purchased a total of 5 807 places from 112 EBPS homes. The SWD, however, did not capture the number of care workers employed in these homes, the number of imported care workers employed by these homes for their non-subsidised portion, or the proportion of imported care workers for the non-subsidised portion vis-à-vis that for the subsidised portion.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**Number of job vacancies available and imported workers approved
under the SLS in 2012:
with breakdown by industry**

| Industry | Number of job vacancies available* | Number of imported workers approved* |
|---|---|---|
| 1. Agriculture and Fishing | 496 | 507 |
| 2. Manufacturing | 373 | 140 |
| 3. Construction | 2 776 | 284 |
| 4. Wholesale, Retail and Import/ Export Trades, Restaurants and Hotels | 302 | 84 |
| 5. Transport, Storage and Communications | 127 | 0 |
| 6. Financing, Insurance, Real Estate and Business Services | 414 | 6 |
| 7. Community, Social and Personal Services | 1 434 | 921 |
| Total | 5 922 | 1 942 |

*For applications received towards year-end, the approvals may take place in the following year. This explains why in some cases the number of imported workers approved is more than the number of job vacancies available.

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding employees' rights and benefits under the Labour Department (LD) in the Policy Address, it is stated that the major new plans for 2013-14 include supporting the work of the Special Committee on Standard Working Hours. Would the Administration advise on the following:

- (a) What is the specific work of the Special Committee on Standard Working Hours? What is the research method? When will the Special Committee come into operation?
- (b) What are the expenditure and staff establishment involved?
- (c) Also, the Secretary for Labour and Welfare expressed that to resolve the issue of standard working hours, amendment to the Employment Ordinance (EO) would be considered. Would the Administration advise on whether this will be included in the research to be carried out by the Special Committee? If yes, what is the timetable? If no, what are the reasons?

Asked by: Hon. TIEN Puk-sun, Michael

Reply:

The information sought is provided as follows:

- (a) & (c) The Standard Working Hours (SWH) Committee will be set up to follow up on the Report of the Policy Study on SWH completed by the Labour Department last year and examine issues relating to employees' overtime work conditions/arrangements and legislating for SWH. The SWH Committee will serve as a platform for society to carry out informed and in-depth discussion on working hours with a view to building consensus and identifying the way forward. We are in the process of setting up the SWH Committee and cannot prejudge its deliberation on how to approach the issue of SWH. The SWH Committee will commence work in the second quarter of 2013.
- (b) In 2013-14, the expenditure involved is \$8.36 million, including the provision for creating eight time-limited posts comprising seven Labour Officer grade posts and one Assistant Clerical Officer post.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Provision for this Programme in 2013-14 is \$44.1 million (15.5%) higher than the revised estimate for 2012-13. One of the reasons is the implementation of the Minimum Wage Ordinance (MWO). Would the Administration advise on the following:

- (a) What is the percentage share of the provision for the implementation of the MWO among the additional provision of \$44.1 million?
- (b) Does the provision mentioned in (a) cover the review of the Statutory Minimum Wage (SMW) rate? What are the manpower and resources required for conducting a review once every 2 years?
- (c) What was the number of enforcement actions taken by the Labour Department (LD) since the implementation of the MWO? What were the manpower and resources required? What was the number of warnings issued to employers suspected to have contravened the MWO? In addition, what were the numbers of prosecutions and convictions against employers for under-payment of the SMW?

Asked by: Hon. TIEN Puk-sun, Michael

Reply:

The information sought is provided as follows:

- (a) Out of the additional provision of \$44.1 million for 2013-14 under this Programme, 54% has been earmarked for the implementation of the MWO.
- (b) The review of the SMW rate does not involve additional provision as referred to in (a) above. Officers of LD provide support for the review of the SMW rate as part of their duties for implementing the MWO. The manpower and resources required are absorbed by the Department and are not separately accounted for.
- (c) From 1 May 2011 to 31 December 2012, LD conducted 60 834 workplace inspections to establishments of various trades to check employers' compliance with the MWO. Including reported cases, 144 cases involving suspected violations of the MWO were detected. Follow-up action on all such cases confirmed that employees of most cases had received SMW or recovered the shortfall of wages. LD issued 27 warnings to employers suspected to have contravened the MWO, took out prosecution in 9 cases, and secured 34 convictions against 8 employers for under-payment of SMW. Officers of LD enforce various labour laws including among others compliance with the MWO in the course of duty. The manpower and resources required for enforcing the MWO are absorbed by the Department and are not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

According to Programme (2) Employment Services under Head 90, major new plans of the Labour Department (LD) for 2013-14 include setting up a job centre in Tung Chung. Would the Administration advise on the following:

- (a) What is the provision required?
- (b) What is the location of the above centre?
- (c) What is the timetable for setting up the above centre?
- (d) What is the expected number of residents to be served by the job centre and its proportion of the total number of unemployed of the district?
- (e) What are the details of the specialised employment programmes for persons with employment difficulties to be provided by the job centre?

Asked by: Hon. TIEN Puk-sun, Michael

Reply:

The information sought is provided as follows:

- (a) About \$1.75 million has been earmarked for setting up the Tung Chung job centre in 2013-14. The estimated annual recurrent expenditure for operating the job centre is about \$5.4 million.
- (b) & (c) We plan to start the operation of the Tung Chung job centre in early 2014. We are actively looking for a suitable location in the district to set up the job centre.
- (d) The Tung Chung job centre will provide employment services to all job seekers, in particular, those residing on Lantau Island which has a total population of about 100 000. According to the results of the General Household Survey, the number of unemployed persons in the Islands District Council district was 3 000 in 2011 and further breakdown is not available.
- (e) The Tung Chung job centre will provide free and comprehensive employment services to job seekers, including the provision of the latest vacancy information and a wide range of job search facilities such as vacancy search terminals, computers with resume-building software, fax machines and employment resources corner. Job seekers may meet the employment officers in the job centre to obtain job search advice, the latest information of the employment market,

training/retraining courses and employment programmes available, and/or to receive career aptitude assessment as appropriate. Job seekers who have difficulties in job search may participate in the Work Trial Scheme that provides them with work trials in real working environment for acquiring necessary job skills and working experience. The Employment Programme for the Middle-aged offers financial incentive to encourage employers to provide employment and on-the-job training to job seekers aged 40 or above. District-based job fairs will also be held in the job centre where job seekers can directly make applications to recruiting employers.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

According to the Policy Address, the Chief Executive advocates institutionalising paternity leave. It is also stated in the Budget that details of the proposal on statutory paternity leave will be formulated. Would the Administration advise on the progress of work on the policy and provide details of the expenditure required, the related financial provision and manpower involved for the preparation work? Besides, the Government announced in 2012 that all full-time government employees, including civil servants, non-civil service contract staff and political appointees, enjoy five working days of fully paid paternity leave. Would the Administration provide an update of the scheme since its implementation? What is the number of beneficiaries? What is the additional expenditure incurred by the scheme?

Asked by: Hon. TIEN Puk-sun, Michael

Reply:

Having consulted the Panel on Manpower of the Legislative Council (LegCo) in January 2013 on the proposal to legislate for paternity leave as agreed at the Labour Advisory Board, the Administration is drawing up the details of the proposal for taking forward the drafting of the Bill. Our target is to introduce the Bill into LegCo in the 2013-14 legislative session. As the preparatory work for the legislative exercise is undertaken by existing staff among their other duties, the manpower and staff costs involved cannot be separately identified.

Since the implementation of the paternity leave scheme for eligible government employees on 1 April 2012, a total of 2 101 government employees (including 2 010 civil servants and 91 non-civil servants) have taken paternity leave within the nine-month period up to 31 December 2012. All bureaux/departments are able to absorb the manpower implications arising from the implementation of the scheme without incurring additional resources.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 –Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) The estimated increase in provision of \$515.1 million for 2013-14 is due to the non-recurrent cash flow requirement for meeting the expenditure of the Work Incentive Transport Subsidy (WITS) Scheme. However, there was a substantial difference between the number of applicants and the estimated provision in 2012-13. What are the estimated number of applicants and amount involved in 2013-14? How does the Labour Department (LD) ensure that there will not be a substantial difference between the estimated number of applicants and the estimated provision?
- (b) An increase of 29 posts is estimated in 2013-14. What are the job descriptions of these posts?

Asked by: Hon. TONG Ka-wah, Ronny

Reply:

The information sought is provided as follows:

- (a) To implement the enhancement measures including the option of individual-based applications, the estimated expenditure for WITS Scheme in 2013-14 is \$577 million. As the General Household Survey does not collect data about the asset levels of employed persons who meet the income limits and working hours requirement of the Scheme, we are not able to estimate the number of applicants. We will adjust the estimated expenditure in the revised estimate for 2013-14 as appropriate.
- (b) A total of 29 posts will be created under this Programme in 2013-14. Among them, 12 posts are for setting up and operating a new job centre in Tung Chung. The remaining 17 posts are for providing employment and recruitment services to job seekers and employers, such as conducting job referrals, processing vacancy orders, answering telephone enquiries, organising job fairs and administering the various specialised employment programmes of LD.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The increased provision for 2013-14 is due to a net increase of 12 posts and increased publicity expenses. However, comparing the figures of 2012 with those of 2013, the planned target numbers of various inspections and talks in relation to safety and health at work have decreased. Why will there be an increase in expenses? What is the breakdown of expenses? What data has the Administration used for calculating the increase in provision requirement?

Asked by: Hon. TONG Ka-wah, Ronny

Reply:

The additional 12 posts will be primarily deployed to identify systemic measures of preventing accidents at source through stepping up the scrutiny of safety audit reports and safety management systems of selected contractors, and of enhancing liaison with clients of mega infrastructure projects.

The target number of inspections is a planned figure and the Labour Department (LD) will adjust the actual number of inspections in a year having regard to the prevailing hazards to work safety by launching special enforcement operations. In 2012, 128 821 inspections were carried out versus an original target of 113 400 inspections, owing to the need to curb the rise in construction and electrical work accidents.

The target number of talks and lectures for 2013 is slightly reduced from 2 100 to 2 050 as certain talks and lectures of similar topics will be combined to enhance their cost-effectiveness having regard to past attendance pattern and the number of some less popular talks will also be reduced. LD will deploy additional resources to conduct targeted publicity programmes on high-risk work activities like work-at-height and electrical works in 2013-14.

As enforcement and publicity programmes on occupational safety and health are an integral part of LD's ongoing work, the expenditure involved is absorbed by the Department and is not separately identified.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Additional provision is allocated for 2013-14 mainly owing to the implementation of the Minimum Wage Ordinance (MWO) and an increase of 10 posts. What measures and specific work will the Department carry out to support the implementation of the MWO? Are these additional posts created solely for the implementation of the MWO? If yes, what are their job duties? If no, what are their job descriptions?

Asked by: Hon. TONG Ka-wah, Ronny

Reply:

The 10 additional posts are proposed for following up on the policy study on standard working hours and for undertaking a study on improving protection for workers in high-risk occupations in relation to insurance, compensation for work injuries, therapy and rehabilitation.

Although no new post will be created in 2013-14 for implementing the MWO, we will continue to organise public education and publicity campaigns to promote understanding of the MWO among employers and employees, take rigorous enforcement action to ensure compliance, administer the special arrangement for persons with disabilities and support the work of the Minimum Wage Commission.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

LWB(L)116

Question Serial No.

0251

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme:

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

On engaging agency workers, please provide the following information:

| | 2012-13 (as at the latest position available) |
|---|---|
| Number of contracts of engaging employment agencies | () |
| Contract sum paid to each employment agency | () |
| Total amount of commission paid to each employment agency | () |
| Length of contract for each employment agency | () |
| Number of agency workers | () |
| Distribution of the positions held by agency workers | |
| Distribution of monthly salary level of agency workers | |
| • \$30,001 or above | () |
| • \$16,001 – \$30,000 | () |
| • \$8,001 – \$16,000 | () |
| • \$6,501 – \$8,000 | () |
| • \$6,240 – \$6,500 | () |
| • \$6,240 or below | () |
| Length of service of agency workers | |
| • 15 years or above | () |
| • 10 – 15 years | () |
| • 5 – 10 years | () |
| • 3 – 5 years | () |
| • 1 – 3 years | () |
| • Less than 1 year | () |
| Percentage of agency workers in the total number of staff in the department | () |
| Percentage of amount paid to employment agencies in the total departmental staff cost | () |
| Number of workers with remunerated meal break | () |
| Number of workers without remunerated meal break | () |
| Number of workers on five-day week | () |
| Number of workers on six-day week | () |

Figures in () denote year-on-year percentage changes compared with 2011-12

Asked by: Hon. WONG Kwok-hing

Reply:

The information sought is provided as follows:

| | Type of contract | 2012-13 (Note 1) |
|---|--|------------------------------|
| Number of contracts of engaging employment agencies | Others | 3 (-25%) |
| | T-contract (Note 2) | 8 (0%) |
| Contract sum paid to each employment agency (\$ million) (Note 3) | Others | 0.17 to 0.97 (+177%) |
| | T-contract | 0.35 to 6.74 (+33%) |
| Total amount of commission paid to each employment agency | We do not pay commission to employment agencies. | |
| Length of contract for each employment agency (Note 3) | Others | 8-9 months (0%) |
| | T-contract | 12 months (0%) |
| Number of agency workers (Note 3) | Others | 6 to 25 (-4%) |
| | T-contract | 1 to 28 (+22%) |
| Distribution of the positions held by agency workers | Others | Order processing, data input |
| | T-contract | Information technology |
| Distribution of monthly salary level of agency worker | | |
| • \$30,001 or above | Others | - |
| | T-contract | 38 (+9%) |
| • \$16,001 – \$30,000 | Others | - |
| | T-contract | 44 (0%) |
| • \$8,001 – \$16,000 | Others | 42 (+133%) |
| | T-contract | - |
| • \$6,501 – \$8,000 | | - |
| • \$6,240 – \$6,500 | | - |
| • \$6,240 or below | | - |
| Length of service of agency workers • 15 years or above • 10 – 15 years • 5 – 10 years • 3 – 5 years • 1 – 3 years • Less than 1 year | Please see Note 4. | |
| Percentage of agency workers in the total number of staff in the department | Others | 1.8% (-0.1%) |
| | T-contract | 3.6% (-0.2%) |
| Percentage of amount paid to employment agencies in the total departmental staff cost | Others | 0.6% (+0.2%) |
| | T-contract | 4.2% (+0.3%) |
| Number of workers with remunerated meal break Number of workers without remunerated meal break | Please see Note 4. | |
| Number of workers on five-day week Number of workers on six-day week | Please see Note 4. | |

Figures in () denote year-on-year percentage changes compared with 2011-12.

Note 1: For 2012-13, figures are provided as at 30.9.2012.

- Note 2: T-contract refers to term contract centrally administrated by the Office of the Government Chief Information Officer.
- Note 3: The largest figure in the year is used as the basis for comparison.
- Note 4: The contracts that we entered with employment agencies only specify our job requirements and the service fees charged by the latter in providing agency workers. We do not require the employment agencies to provide information on the length of service and condition of service of the agency workers. The information is thus unavailable to us.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

LWB(L)117

Question Serial No.

0583

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme:

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

On engaging “outsourced workers”, please provide the following information:

| | 2012-13 (as at the latest position available) |
|--|---|
| Number of outsourced service contracts | () |
| Total amount paid to outsourced service providers | () |
| Length of contract for each outsourced service provider | () |
| Number of workers engaged through outsourced service providers | () |
| Distribution of the positions held by outsourced workers (e.g. customer service, property management, security, cleaning and information technology) | |
| Distribution of monthly salary level of outsourced workers | |
| • \$30,001 or above | () |
| • \$16,001 – \$30,000 | () |
| • \$8,001 – \$16,000 | () |
| • \$6,501 – \$8,000 | () |
| • \$6,240 – \$6,500 | () |
| • \$6,240 or below | () |
| Length of service of outsourced workers | |
| • 15 years or above | () |
| • 10 – 15 years | () |
| • 5 – 10 years | () |
| • 3 – 5 years | () |
| • 1 – 3 years | () |
| • Less than 1 year | () |
| Percentage of outsourced workers in the total number of staff in the department | () |
| Percentage of amount paid to outsourced service providers in the total departmental staff cost | () |
| Number of workers with remunerated meal break | () |
| Number of workers without remunerated meal break | () |
| Number of workers on five-day week | () |
| Number of workers on six-day week | () |

Figures in () denote year-on-year percentage changes compared with 2011-12

Asked by: Hon. WONG Kwok-hing

Reply:

The information sought is provided as follows:

| | 2012-13 |
|--|--|
| Number of outsourced service contracts | 7 (0%) |
| Total amount paid to outsourced service providers (\$ million) | 7.398 (+22%) |
| Length of contract for each outsourced service provider (Note 1) | 12-24 months (-23%) |
| Number of workers engaged through outsourced service providers | 59 (+9%) |
| Distribution of the positions held by outsourced workers (e.g. customer service, property management, security, cleaning and information technology) | Cleaning, security service, information technology, management service of employment centres |
| Distribution of monthly salary level of outsourced workers (Note 2) | |
| • \$30,001 or above | () |
| • \$16,001 – \$30,000 | () |
| • \$8,001 – \$16,000 | () |
| • \$6,501 – \$8,000 | 5 (-29%) |
| • \$6,240 – \$6,500 | 1 (0%) |
| • \$6,240 or below | 15 (+25%) |
| Length of service of outsourced workers | |
| • 15 years or above | |
| • 10 – 15 years | |
| • 5 – 10 years | |
| • 3 – 5 years | |
| • 1 – 3 years | |
| • Less than 1 year | |
| Percentage of outsourced workers in the total number of staff in the department | 2.6% (+0.3%) |
| Percentage of amount paid to outsourced service providers in the total departmental staff cost | 0.9% (+0.1%) |
| Number of workers with remunerated meal break | |
| Number of workers without remunerated meal break | |
| Number of workers on five-day week | |
| Number of workers on six-day week | |
| | Please see Note 3. |

Figures in () denote year-on-year percentage changes compared with 2011-12.

Note 1: The largest figure in the year is used as the basis for comparison.

Note 2: Information is only available for non-skilled workers whose employers are required to inform the department of the salaries of their worker. 15 workers with monthly salary below \$6,240 are part-time workers.

Note 3: Our outsourced service contracts only specify the service that we required without stipulating the length of service of outsourced workers and condition of service the contractors have to provide in the contract. Hence, we do not have the information requested.

Name in block letters: CHEUK WING HING
Post Title: Commissioner for Labour
Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

LWB(L)118

Question Serial No.

0584

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme:

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment of non-civil service contract (NCSC) staff, please provide the following information:

| | 2012-13 (as at the latest position available) |
|--|---|
| Number of NCSC staff | () |
| Distribution of NCSC staff posts | |
| Expenditure on the salaries of NCSC staff | () |
| Distribution of monthly salary level of NCSC staff | |
| • \$30,001 or above | () |
| • \$16,001 – \$30,000 | () |
| • \$8,001 – \$16,000 | () |
| • \$6,501 – \$8,000 | () |
| • \$6,240 – \$6,500 | () |
| • \$6,240 or below | () |
| Length of employment of NCSC staff | |
| • 15 years or above | () |
| • 10 – 15 years | () |
| • 5 – 10 years | () |
| • 3 – 5 years | () |
| • 1 – 3 years | () |
| • Less than 1 year | () |
| Number of NCSC staff successfully turning into civil servants | () |
| Number of NCSC staff failing to turn into civil servants | () |
| NCSC staff as a percentage of the total number of staff in the department | () |
| Staff costs on NCSC staff as a percentage of the total staff costs in the department | () |
| Number of NCSC staff with remunerated meal break | () |
| Number of NCSC staff without remunerated meal break | () |
| Number of NCSC staff on five-day week | () |
| Number of NCSC staff on six-day week | () |
| Number of NCSC staff who have applied for paternity leave | () |
| Number of NCSC staff granted approval for paternity leave | () |

Figures in () denote year-on-year percentage changes compared with 2011-12

Asked by: Hon. WONG Kwok-hing

Reply:

The information sought is provided as follows:

| | |
|--|--------------------------|
| | 2012-13 (Note 1) |
| Number of NCSC staff | 208 (-17.5%) (Note 2) |
| Distribution of NCSC staff posts | (Note 3) |
| Expenditure on the salaries of NCSC staff | \$31.8 million (22.3%) |
| Distribution of monthly salary level of NCSC staff | |
| • \$30,001 or above | 5 (66.7%) |
| • \$16,001 – \$30,000 | 73 (-12.0%) |
| • \$8,001 – \$16,000 | 130 (-21.7%) |
| • \$6,501 – \$8,000 | - |
| • \$6,240 – \$6,500 | - |
| • \$6,240 or below | - |
| Length of employment of NCSC staff | |
| • 15 years or above | - - |
| • 10 – 15 years | 14 (40%) |
| • 5 – 10 years | 68 (4.6%) |
| • 3 – 5 years | 20 (-41.2%) |
| • 1 – 3 years | 104 (940%) |
| • Less than 1 year | 2 (-98.5%) |
| Number of NCSC staff successfully turning into civil servants | 4 (-86.7%) (Note 4) |
| Number of NCSC staff failing to turn into civil servants | (Note 5) |
| NCSC staff as a percentage of the total number of staff in the department | 9.2% (-1.6%) |
| Staff costs on NCSC staff as a percentage of the total staff costs in the department | 6.0% (0.4%) |
| Number of NCSC staff with remunerated meal break | 201 (-18.0%) |
| Number of NCSC staff without remunerated meal break (Note 6) | 7 (-) |
| Number of NCSC staff on five-day week | 147 (-20.5%) |
| Number of NCSC staff on six-day week | 61 (-9.0%) |
| Number of NCSC staff who have applied for paternity leave | 1 (-) |
| Number of NCSC staff granted approval for paternity leave | 1 (-) |

Figures in () denote year-on-year percentage changes compared with 2011-12

Note 1: Figures are as at 31 December 2012.

Note 2: Figures in () denote year-on-year changes as at 31 December.

Note 3: The particulars of the NCSC posts are:

| Service Area | Post Title |
|-----------------------------|--|
| Operational Support | <ul style="list-style-type: none"> • Chinese Medicine Advisor • Senior Programme Officer / Programme Officer • Investigation Adviser / Investigation Officer • Senior Clerk / Clerk • Executive Assistant |
| Information Technology (IT) | <ul style="list-style-type: none"> • IT Support Officer • Senior Technical Support Officer / Technical Support Officer |
| Publicity | <ul style="list-style-type: none"> • Information Assistant |

Note 4: They are NCSC staff appointed as civil servants within the Department. They joined the civil service through an open, fair and competitive process.

Note 5: The Department does not have this information. NCSC staff are also not obliged to report the information to the Department.

Note 6: The NCSC staff are remunerated on an hourly basis.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What measures were taken to promote good people management practices in the past three years (i.e. 2010-11, 2011-12 and 2012-13)? Which of them were related to the promotion of family-friendly policies? In 2013-14, apart from launching a new television Announcement in the Public Interest (API) and organising a large-scale seminar, does the Administration have any new measures to step up efforts in promoting good people management practices? If yes, what are the details, estimated expenditure and manpower, as well as methods to assess their effectiveness?

Asked by: Hon. WONG Kwok-kin

Reply:

The Labour Department (LD) has all along been dedicated to encouraging employers to adopt employee-oriented good people management measures including family-friendly employment practices (FFEP) through a wide range of publicity efforts. We produced in 2010-11 a new television API on the differences in the rights and benefits between an employee and a self-employed person and a new video on FFEP. In 2011-12, we organised a seminar to promote employer-employee communication and dialogue among employers, employees and workers' unions. We also launched two new radio APIs and advertised on public transport to publicise the differences between an employee and a self-employed person, advertised on the Mass Transit Railway on the use of written employment contract, put out a leaflet on paternity leave, launched FFEP thematic promotional materials and placed newspapers advertisements on the same. In 2012-13, we produced a new set of television and radio API and a new poster to encourage the wider use of written employment contract and adoption of fair and reasonable employment term. We also advertised on public transport and displayed poster in various outlets on false self-employment, placed newspaper advertisements on FFEP and produced a leaflet on five-day work week.

In addition to the above activities, public education on FFEP was also conducted through our employers' network, educational DVDs, feature articles, LD's homepage, talks and roving exhibitions.

In 2013-14, apart from organising a large-scale seminar for employers and employees to promote exemplary people management practices and launching a new television API, we will produce new radio API, poster and publication on work arrangements in times of typhoons and rainstorms. Advertisements in public transport will be placed to enhance public awareness of the differences in the rights and benefits between an employee and a self-employed person. We will encourage the wider adoption of FFEP through a new thematic leaflet, advertisements in public transport and in periodic journals of major employers' associations. The estimated expenditure of these activities is about \$380,000.

We will continue to promote good people management practices through our network of nine industry-based tripartite committees and 18 human resources managers clubs covering different trades and industries and through publications, feature articles, talks and roving exhibitions. We will collect feedback from participants of our promotional activities to help assess their effectiveness. These activities are an integral part of our efforts in promoting labour relations, the expenditure and manpower involved will continue to be absorbed by the Department.

Name in block letters: CHEUK WING HING
Post Title: Commissioner for Labour
Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding labour disputes and claims, please provide the following information:

- (a) A breakdown of the respective figures of labour disputes and claims handled by the Labour Department (LD) in the past three years (i.e. 2010-11, 2011-12 and 2012-13) by cause, industry and occupation.
- (b) In 2012, a total of 18 999 labour disputes and claims were handled by the Administration. How many of them were labour disputes? How many of them were claims? What were the respective percentages?
- (c) In 2012, how many labour disputes and claims did not go through conciliation or could not be resolved through conciliation? What were the reasons?
- (d) To encourage employers and employees involved in labour disputes and claims to participate in voluntary conciliation, did the Administration conduct publicity and promotion on the service in the past three years (i.e. 2010-11, 2011-12 and 2012-13)? If yes, what are the details and the expenditure involved? If no, what are the reasons? and
- (e) In 2013-14, what is the estimated manpower and provision required to handle labour disputes and claims?

Asked by: Hon. WONG Kwok-kin

Reply:

The information sought is provided as follows:

- (a) The breakdowns of labour disputes handled by LD in 2010, 2011 and 2012 by cause and by industry are provided in the following two tables respectively:

(i) By cause

| Cause | No. of labour disputes | | |
|---|------------------------|-----------|-----------|
| | 2010 | 2011 | 2012 |
| Disputes involving principal contractor and subcontractor | 17 | 23 | 27 |
| Cessation of business/ insolvency | 26 | 40 | 20 |
| Retrenchment | 3 | 5 | 5 |
| Dismissal | 1 | 1 | 5 |
| Variation of terms of employment contract | 3 | 3 | 4 |
| Non-payment of wages | 6 | 2 | 2 |
| Others | 12 | 12 | 16 |
| Total | 68 | 86 | 79 |

(ii) By industry

| Industry | No. of labour disputes | | |
|---|------------------------|-----------|-----------|
| | 2010 | 2011 | 2012 |
| Construction | 21 | 31 | 34 |
| Restaurants and hotels | 14 | 25 | 13 |
| Transport, storage and communication | 8 | 9 | 10 |
| Manufacturing | 9 | 9 | 8 |
| Community, social and personal services | 11 | 6 | 6 |
| Wholesale, retail and import/export trades | 3 | 4 | 5 |
| Financing, insurance, real estate and business services | 2 | 2 | 3 |
| Total | 68 | 86 | 79 |

We do not have breakdown of labour disputes handled by occupation.

A breakdown of the claims handled by LD in 2010, 2011 and 2012 by cause is provided as follows:

| Cause | No. of claims | | |
|---|---------------|---------------|---------------|
| | 2010 | 2011 | 2012 |
| Termination of contract | 9 726 | 9 279 | 9 985 |
| Non-payment of wages | 6 052 | 5 128 | 5 442 |
| Non-payment of holiday pay/ annual leave pay/ rest day pay/ sickness allowance | 2 238 | 1 862 | 1 674 |
| Cessation of business/ insolvency | 432 | 256 | 217 |
| Retrenchment/ lay-off | 195 | 103 | 70 |
| Variation of terms of employment contract | 45 | 39 | 49 |
| Others | 1 746 | 1 419 | 1 483 |
| Total | 20 434 | 18 086 | 18 920 |

We do not have breakdown of claims handled by industry or by occupation.

- (b) Of the 18 999 labour disputes and claims handled by LD in 2012, 79 (or 0.4%) were labour disputes (involving over 20 employees) and the remaining 18 920 (or 99.6%) were claims (involving 20 or less employees).

- (c) Among the 18 999 labour disputes and claims handled by LD in 2012, conciliation service was not rendered to 617 cases because the employers concerned were insolvent or could not be reached for conciliation. Among the 18 382 labour disputes and claims with conciliation service rendered, 4 932 cases could not be resolved through conciliation because of dispute of facts, labour-management conflicts or employers' inability to pay, etc.
- (d) We have been publicising our voluntary conciliation service through various channels, including establishing an extensive network with workers' unions and establishments of different industries, introducing our conciliation service to the public through publication, the departmental homepage, and during our provision of consultation service to employers and employees on labour relations matters. The expenditure involved is absorbed by the Department and is not separately accounted for.
- (e) In 2013-14, one Chief Labour Officer, two Senior Labour Officers, 10 Labour Officers and 38 Assistant Labour Officers I would be engaged in the direct provision of conciliation service, among their other duties. Conciliation service is an integral part of the work of LD and its financial provision is absorbed by the Department and is not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Under the Programme, the revised financial provision for 2012-13 is substantially less than the original estimate by nearly 70% (69.3%). What are the reasons?

Asked by: Hon. WONG Kwok-kin

Reply:

The revised provision under this Programme for 2012-13 is reduced by \$1,471.4 million owing to the lower than estimated expenditure on the following items:

| Item | Decrease in Amount (\$million) |
|---|-----------------------------------|
| Work Incentive Transport Subsidy Scheme | 1,336.2 |
| Employment programmes for young people, the middle-aged and persons with disabilities | 97.9 |
| Filling of vacancies, staff increments and staff related expenses | 19.5 |
| Pilot Transport Support Scheme | 11.2 |
| Special Employment Project for Vulnerable Youths | 3.0 |
| Others | 3.6 |
| Total: | 1,471.4 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) In the past three years (i.e. 2010-11, 2011-12 and 2012-13), how many job vacancies were received by the Labour Department (LD) in total (please provide a breakdown in table form of the figures by industry, occupation, mode of employment and monthly salary);
- (b) Upon receipt of the information on job vacancies, did LD make any verification to ensure that the data on job nature, mode of employment, salary and working hours, etc. were true? If yes, what information was verified and how much time was required? What was the expenditure and manpower involved? Were any job vacancies not displayed because of failing the verification; and
- (c) What were the number and percentage of successful placements of job seekers through LD (please provide the figures by gender, age, industry involved, occupation, mode of employment, salary and working hours) in the past three years (i.e. 2010-11, 2011-12 and 2012-13)?

Asked by: Hon. WONG Kwok-kin

Reply:

The information sought is provided as follows:

- (a) In 2010, 2011 and 2012, LD received 755 017, 904 086 and 1 148 316 vacancies for recruitment services respectively. A breakdown of the vacancies by industry, occupation, mode of employment and monthly salary is provided as follows:

By industry

| Industry | Number of vacancies | | |
|--|---------------------|----------------|------------------|
| | 2010 | 2011 | 2012 |
| Manufacturing | 49 344 | 50 957 | 58 984 |
| Construction | 33 982 | 34 699 | 42 104 |
| Wholesale, retail and import/export trades, restaurants and hotels | 295 385 | 353 491 | 453 151 |
| Transport, storage and communications | 49 379 | 53 797 | 68 982 |
| Financing, insurance, real estate and business services | 197 954 | 265 725 | 362 196 |
| Community, social and personal services | 68 354 | 74 667 | 83 003 |
| Others (including government sector) | 60 619 | 70 750 | 79 896 |
| Total | 755 017 | 904 086 | 1 148 316 |

By occupation

| Occupation | Number of vacancies | | |
|--|---------------------|----------------|------------------|
| | 2010 | 2011 | 2012 |
| Managers and administrators | 13 150 | 11 163 | 13 769 |
| Professionals/ Associate professionals | 183 435 | 260 981 | 354 622 |
| Clerical support workers | 128 885 | 142 503 | 193 843 |
| Service workers | 147 707 | 201 262 | 221 415 |
| Shop sales workers | 71 855 | 83 618 | 113 935 |
| Skilled agricultural and fishery workers | 1 416 | 1 785 | 2 261 |
| Craft and related workers | 28 134 | 35 176 | 44 840 |
| Plant and machine operators and assemblers | 24 157 | 25 911 | 30 974 |
| Elementary occupations | 154 897 | 140 516 | 171 190 |
| Others | 1 381 | 1 171 | 1 467 |
| Total | 755 017 | 904 086 | 1 148 316 |

By mode of employment

LD follows the Census and Statistics Department's definition in classifying full-time and part-time employment. A part-time employee refers to a person having less than five usual days of work per week or less than six usual hours of work per working day if the person has a fixed number of working days per week, or a person having less than 30 usual hours of work per week if the person does not have a fixed number of working days per week.

LD received 2 694, 3 522 and 3 892 vacancies from the government sector in 2010, 2011 and 2012 respectively. However, LD does not have the breakdown of these vacancies by mode of employment. A breakdown by full-time and part-time employment of vacancies received from the private sector is as follows:

| Mode of employment | Number of vacancies | | |
|--------------------|---------------------|----------------|------------------|
| | 2010 | 2011 | 2012 |
| Full-time | 640 302 | 755 501 | 969 328 |
| Part-time | 112 021 | 145 063 | 175 096 |
| Total | 752 323 | 900 564 | 1 144 424 |

By monthly earnings

| Monthly earnings | Number of vacancies | | |
|-------------------|---------------------|----------------|------------------|
| | 2010 | 2011 | 2012 |
| Below \$6,000 | 178 662 | 152 645 | 157 456 |
| \$6,000 - \$6,999 | 124 243 | 80 482 | 56 674 |
| \$7,000 - \$7,999 | 142 669 | 156 680 | 138 753 |
| \$8,000 - \$8,999 | 99 454 | 156 847 | 196 525 |
| \$9,000 - \$9,999 | 58 798 | 94 435 | 159 229 |
| \$10,000 or above | 151 191 | 262 997 | 439 679 |
| Total | 755 017 | 904 086 | 1 148 316 |

- (b) To safeguard the interest of job seekers, LD vets vacancies submitted by employers to ensure that job requirements and employment terms are in compliance with labour legislation and discrimination ordinances before they are released for display. Employers are also required to declare in writing that all activities carried out are lawful and the information provided is true and correct.

LD has put in place a mechanism to ensure that all complaints from job seekers about the vacancies will be dealt with promptly. If a job seeker informs us that the information provided by an employer differs from the vacancy information displayed by LD, we will immediately check with the employer to see if he has breached any terms and conditions for using LD's recruitment services. In the course of

investigations, the vacancy orders concerned will be removed from display if the situation warrants. If the complaint is found substantiated, LD will suspend the employer for using our recruitment services.

Vetting of vacancy information is handled by staff of the Job Vacancy Processing Centre among their other duties. The time, expenditure and manpower involved are absorbed by the Department and are not separately accounted for. While there were instances that the vacancies were not displayed as they fell short of our requirements, statistics have not been kept on these instances.

- (c) In 2010, 2011 and 2012, LD secured 149 609, 177 047 and 145 017 placements respectively for able-bodied job seekers. Of these, 20 533, 18 647 and 17 076 placements were secured through the referral services of LD, while 129 076, 158 400 and 127 941 placements were made through direct application by job seekers to employers who advertised their vacancies through LD. Job seekers who secured employment through direct application are not required to report their placement positions to LD and we therefore only have information on the placements secured through the referral services of LD. While we do not have the breakdown of the placements secured through the referral services of LD by mode of employment and working hours, a breakdown of these placements by gender, age, industry, occupation and earnings is as follows:

By gender

| Gender | Number of placements | | |
|--------------|----------------------|---------------|---------------|
| | 2010 | 2011 | 2012 |
| Male | 8 980 | 7 671 | 7 011 |
| Female | 11 553 | 10 976 | 10 065 |
| Total | 20 533 | 18 647 | 17 076 |

By age

| Age | Number of placements | | |
|--------------|----------------------|---------------|---------------|
| | 2010 | 2011 | 2012 |
| 15 to 19 | 2 036 | 1 955 | 2 373 |
| 20 to 29 | 8 370 | 8 456 | 7 811 |
| 30 to 39 | 2 999 | 2 588 | 2 106 |
| 40 to 49 | 3 993 | 3 223 | 2 633 |
| 50 to 59 | 2 722 | 2 115 | 1 860 |
| 60 or above | 413 | 310 | 293 |
| Total | 20 533 | 18 647 | 17 076 |

By industry

| Industry | Number of placements | | |
|--|----------------------|---------------|---------------|
| | 2010 | 2011 | 2012 |
| Manufacturing | 1 530 | 1 009 | 990 |
| Construction | 475 | 265 | 258 |
| Wholesale, retail and import/export trades, restaurants and hotels | 9 005 | 8 771 | 8 761 |
| Transport, storage and communications | 1 133 | 697 | 781 |
| Financing, insurance, real estate and business services | 2 527 | 1 921 | 1 682 |
| Community, social and personal services | 3 687 | 2 951 | 3 423 |
| Others (including government sector) | 2 176 | 3 033 | 1 181 |
| Total | 20 533 | 18 647 | 17 076 |

By occupation

| Occupation | Number of placements | | |
|--|----------------------|---------------|---------------|
| | 2010 | 2011 | 2012 |
| Managers and administrators | 308 | 227 | 131 |
| Professionals / Associate professionals | 1 738 | 1 439 | 1 030 |
| Clerical support workers | 5 041 | 4 721 | 3 850 |
| Service workers | 3 591 | 3 354 | 3 511 |
| Shop sales workers | 3 566 | 4 422 | 4 622 |
| Skilled agricultural and fishery workers | 71 | 65 | 49 |
| Craft and related workers | 351 | 307 | 315 |
| Plant and machine operators and assemblers | 408 | 322 | 247 |
| Elementary occupations | 5 408 | 3 729 | 3 220 |
| Others | 51 | 61 | 101 |
| Total | 20 533 | 18 647 | 17 076 |

By monthly earnings

| Monthly earnings | Number of placements | | |
|-------------------|----------------------|---------------|---------------|
| | 2010 | 2011 | 2012 |
| Below \$6,000 | 7 017 | 4 349 | 2 853 |
| \$6,000 - \$6,999 | 4 113 | 2 348 | 1 726 |
| \$7,000 - \$7,999 | 4 124 | 4 173 | 2 851 |
| \$8,000 - \$8,999 | 2 629 | 3 487 | 3 766 |
| \$9,000 - \$9,999 | 1 005 | 1 924 | 2 494 |
| \$10,000 or above | 1 645 | 2 366 | 3 386 |
| Total | 20 533 | 18 647 | 17 076 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information:

- (a) As at 1 March 2013, how many licensed employment agencies (EAs) are there in Hong Kong? How many job seekers are involved?
- (b) Does the Administration know the respective number of job seekers having secured employment through EAs in the past three years (i.e. 2010-11, 2011-12 and 2012-13)? Please provide a breakdown by gender, age, educational attainment, industry, occupation, mode of employment, salary and working hours;
- (c) How many requests for assistance, complaints and reports involving EAs were received in each of the past three years (i.e. 2010-11, 2011-12 and 2012-13)? What is the average processing time for each case? Were there any EAs penalised for non-compliance? If yes, what were the details?
- (d) In 2013-14, what is the number of staff responsible for work such as licensing and inspection of EAs? What is the estimated expenditure involved?

Asked by: Hon. WONG Kwok-kin

Reply:

The information sought is provided below:

- (a) As at the end of February 2013, the number of employment agencies (EAs) in operation was 2 483.
- (b) The Labour Department (LD) does not have figures on the number of job-seekers who secured placements through these employment agencies.
- (c) The number of complaints received, the number of EAs convicted as well as the number of EA licences revoked or refused to be issued/renewed in the past three years are as follows:

| | 2010 | 2011 | 2012 | 2013 (as at 28.2.2013) |
|---|------|------|------|---------------------------|
| No. of complaints received against EAs | 73 | 78 | 93 | 16 |
| No. of EAs convicted | 6 | 5 | 2 | 0 |
| No. of EA licences revoked/refused to be issued/renewed | 1 | 3 | 2 | 0 |

The time required for handling the complaints ranges from a few days to a few weeks depending on the complexity of the case.

The reasons for conviction of EAs include operating without a licence, overcharging commission from job seekers as well as failure to display licences, etc. The reasons for revocation of EAs' licences and refusal to renew/issue licences to EAs include conviction of overcharging commission of job seekers, operating an EA without a licence, as well as aiding and abetting the breach of condition of stay of a foreign domestic helper, etc.

- (d) In 2013-14, there are 10 staff in the Employment Agencies Administration of LD. The estimated expenditure including staff cost and administration cost is \$4 million.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information:

- (a) What were the numbers of occupational accidents and injuries involving heat stroke at work in 2012-13 (please provide a breakdown of the figures by year, cause, industry and work type)? Were there any employers prosecuted for breaching relevant regulations? If yes, what were the details and penalties?
- (b) In 2012-13, what measures have the Labour Department (LD) taken against industries with a higher risk of heat stroke and what was the expenditure involved?
- (c) Has the Administration drawn up any new measures for reducing the risk of employees suffering from heat stroke at work for 2013-14? If yes, what are the details, manpower arrangement, expenditure and method of assessment involved? If no, what are the reasons?
- (d) Does the Administration have any plan to extend the coverage of Employees' Compensation Ordinance to heat stroke to safeguard employees' rights? If yes, what are the plan and timetable? If no, what are the reasons?

Asked by: Hon. WONG Kwok-kin

Reply:

The information sought is provided as follows:

- (a) In 2012, LD received 16 notifications by employers on occupational injury cases that are suspected to be related to heat stroke. Four of these cases involved cleansing workers, four involved security guards, and the remaining eight involved different occupations such as pest control worker, boat captain and golf attendant. In 2012, LD issued 365 warnings and three improvement notices. No prosecution was taken out.
- (b) In 2012-13, LD continued to step up inspection in summer, targeting work types with high heat stress such as outdoor cleansing work, construction work and container handling. LD also collaborated with the Occupational Safety and Health Council (OSHC) and relevant employers' associations and trade unions to launch a promotional campaign on heat stroke prevention, targeting the high-risk sectors and professional drivers. The publicity campaign included outreach promotional visits, educational video shows on mobile advertising media, radio broadcast, distribution of heat stress alleviation items and health talks. The expenditure of the promotional activities was \$1.9 million.
- (c) In 2013-14, LD will continue to step up inspection in summer, and launch a promotional campaign in collaboration with OSHC and relevant parties. In addition, LD will, in collaboration with OSHC, launch a pilot scheme to promote the use of cooling vests for prevention of heat stroke in several high-risk sectors. The estimated expenditure of the scheme for LD is \$0.75 million.

- (d) If an employee sustains an injury or dies as a result of an accident arising out of and in the course of employment, including that caused by heat stroke at work, the employer shall be liable to pay compensation under the Employees' Compensation Ordinance. The procedure of handling cases of heat stroke at work is similar to that applicable to normal employee compensation cases. Where necessary, LD will collect relevant information, such as investigation reports and medical reports, and consult Occupational Health Officer with a view to assisting the parties concerned in promptly handling the compensation claim.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In the past three years (i.e. 2010-11, 2011-12 and 2012-13), what were the numbers of investigations and surveys on occupational health conducted (please provide a breakdown by type of investigation and scope of survey), as well as the expenditure and manpower involved? In 2013-14, what are the numbers of similar investigations and surveys to be conducted, as well as the estimated expenditure and manpower arrangement?

Asked by: Hon. WONG Kwok-kin

Reply:

The numbers of investigations and surveys on occupational health conducted in the past three years are set out below:

| Year | 2010 | 2011 | 2012 |
|---------------------------------|-------|-------|-------|
| No. of investigations conducted | 2 768 | 2 998 | 2 979 |
| No. of surveys conducted | 6 156 | 6 505 | 6 676 |

The numbers of investigations and surveys on occupational health to be conducted in 2013 are estimated to be 2 950 and 6 600 respectively.

The investigations were concerned with reported cases of diseases or injuries suspected to be related to work, while the scope of surveys covered health hazards at workplaces such as noise, ventilation, lighting, and heat stress.

As the investigations and surveys are integral parts of the ongoing occupational safety and health programme of the Labour Department, the expenditure and manpower involved are absorbed by the Department and are not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information:

- (a) The number of new works projects and building renovation and maintenance works carried out in Hong Kong and a breakdown of the number of work injury cases (by type of injuries) in the past three years (i.e. 2010-11, 2011-12 and 2012-13); and
- (b) The estimated increase in the number of new works projects and building renovation maintenance works in 2013-14. Has the Administration drawn up corresponding preventive and enforcement measures to reduce work-related accidents? If yes, what are the details, expenditure and manpower involved? If no, what are the reasons?

Asked by: Hon. WONG Kwok-kin

Reply:

The Labour Department (LD) does not have information on the numbers of new works projects and building renovation and maintenance works carried out in Hong Kong and the estimated increase in the number of these projects and works in 2013-14. The substantial growth of construction activities can be partly reflected by the estimated increase in capital works expenditure to over \$70 billion for each of the next few years, which far exceeds the average annual expenditure of about \$40 billion in the past five years.

Other information sought is provided as follows:

- (a) In 2010, 2011 and the first three quarters of 2012, the number of industrial accidents on new works sites was 1 462, 1 722 and 1 463 respectively. The number of industrial accidents on repair, maintenance, alteration and addition (RMAA) works sites was 1 422, 1 390 and 891 respectively in the same period. A breakdown of the accidents by types of accidents is provided at Annex.
- (b) In the light of commencement of a number of mega infrastructure projects, LD will identify systemic measures for preventing accidents at source through stepping up the scrutiny of safety audit reports and safety management systems of selected contractors and enhancing liaison with the project clients. For RMAA works, LD will continue to step up area patrols and inspections during and outside office hours to deter contractors from adopting unsafe work practices. In collaboration with the Occupational Safety and Health Council, LD launched a pilot scheme last year to prompt work site safety of the RMAA industry, through subsidising safety training of their employees and procurement of fall-arresting equipment. In addition, LD will launch special enforcement campaigns targeting high-risk processes such as work-at-height and electrical works in the construction industry.

Preventive and enforcement programmes on occupational safety and health are part of LD's ongoing work and the expenditure is absorbed by the Department and is not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**Industrial Accidents of New Works and RMAA Works by Type of Accident
2010, 2011 and the First Three Quarters of 2012**

| Type of Accident | 2010 | | 2011 | | First three quarters of 2012 | |
|--|------------------|------------------|-------------------|------------------|------------------------------|----------------|
| | New Works | RMAA Works | New Works | RMAA Works | New Works | RMAA Works |
| Trapped in or between objects | 56 | 29 | 75 (1) | 31 | 73 | 18 |
| Injured whilst lifting or carrying | 293 | 253 | 352 | 253 | 266 | 133 |
| Slip, trip or fall on same level | 365 | 208 | 404 | 230 | 402 | 154 |
| Fall of person from height | 157 (3) | 249 (3) | 166 (4) | 224 (6) | 146 (3) | 158 (3) |
| Striking against fixed or stationary object | 126 | 176 | 130 | 149 | 115 | 98 |
| Striking against or struck by moving object | 231 | 211 | 308 (3) | 214 | 261 (1) | 140 |
| Stepping on object | 15 | 12 | 17 | 12 | 6 | 9 |
| Exposure to or contact with harmful substance | 4 | 3 | 7 | 13 | 8 | 6 |
| Contact with electricity or electric discharge | 3 | 4 (1) | 2 (1) | 4 (1) | 9 (3) | 5 (2) |
| Trapped by collapsing or overturning object | 1 | 0 | 7 (2) | 1 | 3 | 1 |
| Struck by falling object | 34 | 41 | 49 (3) | 24 | 20 | 24 |
| Struck by moving vehicle | 6 | 1 | 7 | 6 | 3 | 3 |
| Contact with moving machinery or object being machined | 91 | 154 (2) | 88 | 128 | 71 | 82 |
| Drowning | 0 | 0 | 0 | 1 (1) | 0 | 0 |
| Exposure to fire | 1 | 4 | 5 | 6 | 4 | 0 |
| Exposure to explosion | 3 | 0 | 5 (1) | 4 | 3 | 0 |
| Injured by hand tool | 44 | 58 | 51 | 65 | 32 | 43 |
| Injured by fall of ground | 0 | 0 | 0 | 1 | 4 (1) | 0 |
| Contact with hot surface or substance | 15 | 5 | 16 | 4 | 12 | 7 |
| Injured by animal | 0 | 0 | 1 | 1 | 0 | 0 |
| Others | 17 | 14 | 32 | 19 | 25 | 10 |
| TOTAL | 1 462 (3) | 1 422 (6) | 1 722 (15) | 1 390 (8) | 1 463 (8) | 891 (5) |

Note: Figures in brackets denote the number of industrial fatalities.

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)127

Question Serial No.

1423

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide a breakdown by industry and occupation of the number of work-related injuries reported by self-employed persons in the past five years (i.e. 2008-09 to 2012-13). What are the expenditure and manpower involved in investigating and following up those cases?

Asked by: Hon. WONG Kwok-kin

Reply:

The Employees' Compensation Ordinance does not apply to self-employed persons. The Labour Department does not have statistics and information on the number of work-related injuries in respect of self-employed persons.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Administration stated that large-scale promotional programmes would be launched to raise the safety awareness of stakeholders in the construction and catering industries. What are the details, implementation timetable, estimated number of participants, expenditure, manpower arrangement and assessment method of the programmes?

Asked by: Hon. WONG Kwok-kin

Reply:

The Labour Department (LD) will launch two large-scale promotional programmes in 2013-14 to promote the safety and health awareness of employers and employees in the construction and catering industries.

Both programmes will feature a territory-wide competition on safety and health performance, together with safety quizzes, roving exhibitions, promotional visits, broadcast of Announcements in the Public Interest on television and radio, radio programmes, fun days and award presentation ceremonies. Successful experience and good practices will be recorded on compact discs for distribution to workplaces in the two industries and for broadcast through mobile media.

The promotional programme targeting at the construction industry will be implemented between October 2013 and March 2014, and that at the catering industry between July 2013 and November 2013. We estimate that the programmes will involve about 200 construction sites and 200 catering establishments. The expenditure on the construction and catering promotional programmes will be around \$2 million and \$1.6 million respectively, to be shared between LD and other co-organisers.

As enforcement and publicity programmes on occupational safety and health are an integral part of LD's ongoing work, the manpower involved cannot be separately identified.

The number of industrial accidents in the catering and construction industries decreased by 29% and 50% respectively in the past decade. LD's three-pronged approach of enforcement, training, and publicity and promotion contributed to the above mentioned decreases in industrial accidents.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)129

Question Serial No.

1425

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

How many inspections were carried out on the workplaces of foreign domestic helpers (FDHs) by the Administration in 2012-13? How many cases in which FDHs were suspected of illegal employment?

Asked by: Hon. WONG Kwok-kin

Reply:

The Labour Department conducts intelligence-based inspections and mounts joint operations with the Immigration Department to raid establishments suspected to have illegally employed FDHs. In 2012, 141 inspections to suspected workplaces were conducted and 62 FDHs engaged in illegal employment activities were detected.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide details of the 2 896 prosecutions taken out under this Programme in 2012 by industry, job title and nature of offences. What were the numbers of successful convictions and the penalties?

Asked by: Hon. WONG Kwok-kin

Reply:

The information sought is provided as follows:

| Industry | 2012 | |
|---|---------------------|--------------------|
| | No. of Prosecutions | No. of Convictions |
| Catering | 933 | 716 |
| Manufacturing | 111 | 97 |
| Construction | 168 | 134 |
| Import/Export | 198 | 174 |
| Wholesale/Retail | 411 | 373 |
| Transport, Storage and Communication | 166 | 143 |
| Finance, Insurance, Real Estate and Business Services | 249 | 196 |
| Community, Social and Personal Services | 630 | 511 |
| Others | 30 | 27 |
| Total | 2 896 | 2 371 |

The prosecutions were mainly related to wage offence, holiday offence and failure to take out employees' compensation insurance. In 2012, the corresponding numbers of these prosecutions were 713, 1 158 and 797, resulting in 525, 905 and 765 convictions respectively.

In the same year, the highest fines imposed on an individual case involving wage offence, holiday offence and failure to take out employees' compensation insurance were \$320,000, \$31,500 and \$15,000 respectively. One employer convicted of wage offences was sentenced to three months' imprisonment, suspended for 12 months. The court also imposed community service orders on two employers for wage offences and one employer for offence of defaulting award of the Labour Tribunal.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget that there may be transitional labour shortages for some jobs, or even longer-term shortages in some obnoxious trades. The Administration will follow its existing policy and mechanisms in dealing with labour importation. Would the Administration specify which sectors are having transitional labour shortages at present, and which are having longer-term shortages? What are the vacancy rates? Which sectors will be given priority in considering labour importation? Which jobs in the tourism industry are having such problems?

Asked by: Hon. YIU Si-wing

Reply:

In recent years, employers in some sectors (e.g. construction sector, elderly homes, retail trade and catering industry) have encountered difficulties hiring sufficient low-skilled workers in the local labour market. The Supplementary Labour Scheme has been implemented since 1996 to allow importation of workers at technician level or below subject to the employers concerned showing that they cannot employ local workers to fill the vacancies. We do not have information on which jobs in the tourism industry are having labour shortage.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government has implemented various policies on tourism in recent years. Many of them are well received by local citizens and tourists, thus enhancing the development of tourist industry in Hong Kong. However, some of these policies have given rise to various labour problems such as labour shortage in the retail and catering industries.

- (a) Please set out in table form the numbers of workers imported under the Supplementary Labour Scheme (SLS) by the retail and catering industries in the past financial year (i.e. 2012-13) and their proportion to the number of workers applied for. What is its effectiveness according to the Government?
- (b) Please set out in table form the numbers of vacancies registered with the Recruitment Centre for the Catering Industry (the Catering Centre) and the Recruitment Centre for the Retail Industry (the Retail Centre) and their rates of successful recruitment (please provide a breakdown by industry and job title) in the past financial year (i.e. 2012-13). What is their effectiveness as compared with the past years?

Asked by: Hon. YIU Si-wing

Reply:

The information sought is provided as follows:

- (a) All applications under the SLS are considered on their individual merits by the Labour Advisory Board to ensure that the approvals are well justified. In 2012, employers in the industry sector “Wholesale, Retail and Import/Export Trades, Restaurants and Hotels” applied to import 302 workers under the SLS. Approval was granted for the importation of 84 workers, representing 27.8% of the number of workers applied for.
- (b) The Catering Centre and the Retail Centre (the Centres) were set up in February 2009 and June 2010 respectively. The numbers of vacancies received by the Centres for organising job fairs in 2012 are provided below:

| Year | the Catering Centre | the Retail Centre |
|------|---------------------|-------------------|
| 2012 | 78 815 | 67 240 |

A breakdown of the vacancies received by the Catering Centre by job title is provided below:

| Job Title | No. of Vacancies | |
|---------------------------------|------------------|-------------|
| | No. | % |
| Waiter/Waitress | 20 366 | 25.8% |
| Cook | 13 241 | 16.8% |
| Shop Sales/Assistant | 11 176 | 14.2% |
| Kitchen Helper | 7 653 | 9.7% |
| Cleaner | 5 517 | 7.0% |
| Branch Manager/ Shop Supervisor | 3 350 | 4.3% |
| Bartender | 3 042 | 3.9% |
| Dish Washer | 2 451 | 3.1% |
| Captain | 1 300 | 1.6% |
| Others | 10 719 | 13.6% |
| Total | 78 815 | 100% |

A breakdown of the vacancies received by the Retail Centre by job title is provided below:

| Job Title | No. of Vacancies | |
|--------------------------------|------------------|-------------|
| | No. | % |
| Shop Sales/Assistant | 37 385 | 55.6% |
| Cashier | 5 850 | 8.7% |
| Storekeeper/Stock Keeper | 4 303 | 6.4% |
| Customer Service Clerk | 3 564 | 5.3% |
| Branch Manager/Shop Supervisor | 2 690 | 4.0% |
| Sales Representative | 2 219 | 3.3% |
| Promoter | 1 950 | 2.9% |
| Beautician | 1 681 | 2.5% |
| Packer | 1 008 | 1.5% |
| Others | 6 590 | 9.8% |
| Total | 67 240 | 100% |

The Centres provide efficient recruitment services to employers and enable job seekers to speed up their job search process. Employers can make use of the venues to stage job fairs and job seekers can attend on-the-spot job interviews. The services have been well received by both employers and job seekers. Job fairs are organised at the Centres almost every working day.

The Centres are among the many channels used by employers to recruit staff. As employers in these industries are recruiting a large number of employees through various channels (such as newspaper advertisements, employment agencies, walk-in interviews etc.) at the same time, they find it difficult to ascertain whether a vacancy has been filled with our assistance. We are therefore unable to provide the rate of successful recruitment for the Centres.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

Examination of Estimates of Expenditure 2013-14

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)133

Question Serial No.

0839

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2013-14, the Employees Retraining Board (ERB) will, through the courses under the Manpower Development Scheme, offer 130 000 training places and an additional 40 000 places for contingency.

(a) Please tabulate the number of training places of, as well as the number of people who have enrolled on and completed ERB's courses in the past five years (i.e. 2008-09 to 2012-13):

| | 2008-09 | | | 2009-10 | | | 2010-11 | | | 2011-12 | | | 2012-13 | | |
|--------------------------------------|---------------|-------------------|---------------------------------------|---------------|-------------------|---------------------------------------|---------------|-------------------|---------------------------------------|---------------|-------------------|---------------------------------------|---------------|-------------------|---------------------------------------|
| | No. of Places | No. of Enrolments | No. of Trainees Completed the Courses | No. of Places | No. of Enrolments | No. of Trainees Completed the Courses | No. of Places | No. of Enrolments | No. of Trainees Completed the Courses | No. of Places | No. of Enrolments | No. of Trainees Completed the Courses | No. of Places | No. of Enrolments | No. of Trainees Completed the Courses |
| Placement-tied courses | | | | | | | | | | | | | | | |
| Generic skills courses | | | | | | | | | | | | | | | |
| Courses for special target groups | | | | | | | | | | | | | | | |
| Courses for young people | | | | | | | | | | | | | | | |
| Skills Upgrading Scheme Plus courses | | | | | | | | | | | | | | | |
| Courses for ethnic minorities | | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | | |

(b) Please tabulate the amount of subsidies for various courses in the past five years (i.e. 2008-09 to 2012-13):

| | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 |
|--------------------------------------|---------|---------|---------|---------|---------|
| Placement-tied courses | | | | | |
| Generic skills courses | | | | | |
| Courses for special target groups | | | | | |
| Courses for young people | | | | | |
| Skills Upgrading Scheme Plus courses | | | | | |
| Courses for ethnic minorities | | | | | |
| Total | | | | | |

- (c) Placement-tied courses are dedicated for the unemployed. Training bodies will provide trainees who completed such courses with three to six months of placement follow-up services to help them re-enter the job market. Please provide the number and percentage of trainees who secured employment in the past three years (i.e. 2010-11 to 2012-13).
- (d) There is criticism that the courses have not been monitored sufficiently. Some training bodies request trainees to get a job interview within three months, and no matter whether they are employed, the placement follow-up services will terminate. How the courses are monitored at present, and how to ensure that the courses can help trainees re-enter the job market?
- (e) Please tabulate the age profile of trainees completing placement-tied courses in the past five years (i.e. 2008-09 to 2012-13):

| Year \ Age | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 |
|------------------|---------|---------|---------|---------|---------|
| Aged 15-25 | | | | | |
| Aged 26-35 | | | | | |
| Aged 36-45 | | | | | |
| Aged 46-55 | | | | | |
| Aged 56-65 | | | | | |
| Aged 66 or above | | | | | |

- (f) In 2013-14, the Administration will offer 130 000 training places and an additional 40 000 places for contingency. How will these places be allocated to various courses? How did the Administration estimate the market demand for the courses in planning to offer 170 000 places?
- (g) Given the fast-changing economic situation in Hong Kong, is there any plan to thoroughly review the effectiveness of retraining courses? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. CHEUNG Kwok-che

Reply:

The information sought is provided as follows:

- (a) The number of planned training places and the number of completions by enrolled trainees for the past five years are provided as follows:
- (i) Number of planned training places in the past five years

| Course type | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 ¹ |
|--|----------------------|--------------------|---------|---------|----------------------|
| Courses for the general public | 117 450 | 115 500 | 116 300 | 123 900 | 124 000 |
| • Placement-tied training courses | 117 450 ² | 65 500 | 64 400 | 55 020 | 67 000 |
| • Skills Upgrading Scheme Plus courses | | 13 000 | 20 600 | 41 200 | 30 000 |
| • Generic skills training courses | | 37 000 | 31 300 | 27 680 | 27 000 |
| Courses for special service targets ³ | 5 300 | 7 500 | 6 700 | 6 100 | 6 000 |
| • Youth | 5 300 ² | 7 500 ² | 2 200 | 1 500 | 1 500 |
| • Ethnic minorities | | | 800 | 800 | 800 |
| • Others | | | 3 700 | 3 800 | 3 700 |
| Total | 122 750 | 123 000 | 123 000 | 130 000 | 130 000 |

¹ The figures are estimated as at mid March 2013.

² There was no categorisation of training places and completion by nature of course and service targets when the places were planned.

³ The special service targets of ERB include the youth, new arrivals, ethnic minorities, persons with disabilities, people recovered from work injuries, and rehabilitated ex-drug abusers and ex-offenders. Courses for special service targets include placement-tied training courses, Skills Upgrading Scheme Plus courses and generic skills training courses.

(ii) Number of completions⁴ by enrolled trainees in the past five years

| Course type | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 ¹ |
|--|---------------------|--------------------|---------|---------|----------------------|
| Courses for the general public | 75 900 | 91 300 | 87 200 | 93 600 | 103 600 |
| • Placement-tied training courses | 75 900 ² | 54 000 | 44 800 | 44 200 | 46 900 |
| • Skills Upgrading Scheme Plus courses | | 5 800 | 11 400 | 19 400 | 24 800 |
| • Generic skills training courses | | 31 500 | 31 000 | 30 000 | 31 900 |
| Courses for special service targets ² | 2 000 | 3 000 | 3 700 | 3 400 | 3 400 |
| • Youth | 2 000 ² | 3 000 ² | 1 100 | 600 | 600 |
| • Ethnic minorities | | | 300 | 200 | 100 |
| • Others | | | 2 300 | 2 600 | 2 700 |
| Total | 77 900 | 94 300 | 90 900 | 97 000 | 107 000 |

(b) Trainees who have attended full-time placement-tied training courses with duration of seven days or more are eligible to apply for retraining allowances. The amount of retraining allowances paid to eligible trainees, including young people and trainees from special service targets (including ethnic minorities), in the past five years was as follows:

| | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 ¹ |
|--|---------|---------|---------|---------|----------------------|
| Amount of retraining allowances paid to eligible trainees (\$ million) | 83.5 | 90.3 | 74.2 | 72.4 | 73.9 |

(c) The number of placements⁵ and placement rate⁶ for full-time placement-tied training courses in the past three years were as follows:

| | 2010-11 | 2011-12 | 2012-13 ¹ |
|----------------------|---------|---------|----------------------|
| Number of placements | 39 400 | 38 700 | 41 000 |
| Placement rate | 82% | 83% | 83% |

⁴ A trainee who has enrolled a training course is regarded as having completed one if he has achieved an attendance rate of 80%. A trainee may pursue more than one ERB course within a financial year and may involve in more than one completion.

⁵ A trainee is defined as placed if he is engaged in employment with salary during the three to six months placement follow-up period. A trainee may pursue more than one ERB course within a financial year and may have more than one placement.

⁶ A placement rate is the percentage of the number of placements during the placement follow-up period over the number of completions of full-time placement-tied courses.

- (d) Placement follow-up services are rendered by the training bodies of ERB to trainees who completed full-time placement-tied training courses. Specifically, the training bodies provide information on job vacancies to trainees and refer them to attend selection interviews with prospective employers according to their educational qualifications, experience, skills, aptitudes and career aspirations. Under the service contracts between ERB and the training bodies, only trainees who are engaged in employment with salary during the placement follow-up period are defined as successfully placed. Attendances at job interviews are not regarded as placements.

The training bodies are required to report the placement information including the post title, job nature and salary of the trainees concerned to ERB. To further ensure the genuineness and accuracy of the placements, ERB has commissioned an independent research company since 2007 to conduct bi-annual placement audits on a sampling basis. The placement rate is one of the key performance indicators for evaluating the effectiveness of the training course. Trainees concerned are also invited to provide feedback on the quality of placement services.

- (e) A breakdown of the completions of full-time placement-tied training courses⁷ in the past five years was provided as follows:

| Age group | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 ¹ |
|-------------|---------|---------|---------|---------|----------------------|
| 15-19 | 1 300 | 2 400 | 2 600 | 1 900 | 2 300 |
| 20-29 | 4 900 | 7 600 | 7 000 | 6 100 | 6 200 |
| 30-39 | 11 800 | 13 600 | 12 000 | 10 600 | 10 500 |
| 40-49 | 16 500 | 17 900 | 14 000 | 13 500 | 13 300 |
| 50-59 | 11 800 | 12 600 | 10 400 | 11 900 | 13 500 |
| 60 or above | 1 500 | 1 700 | 1 800 | 2 700 | 3 600 |
| Total | 47 800 | 55 800 | 47 800 | 46 700 | 49 400 |

- (f) ERB plans to offer 130 000 training places in 2013-14. A breakdown of the planned training places by course types is provided as follows:

| Course type | Number of planned training places |
|--|-----------------------------------|
| Courses for the general public | 123 350 |
| • Placement-tied training courses | 65 800 |
| • Skills Upgrading Scheme Plus courses | 30 550 |
| • Generic skills training courses | 27 000 |
| Courses for special service targets | 6 650 |
| • Youth | 2 000 |
| • Ethnic minorities | 800 |
| • Others | 3 850 |
| Total | 130 000 |

ERB will closely monitor the progress of utilisation of training places and the waiting time for commencement of classes, and promptly respond to changes in market demand by redeploying training places from the less popular courses to courses with strong demand. Resources have also been reserved to provide an additional 40 000 training places to meet the demand from training bodies for increasing or redeploying places if the need arises. If, on the other hand, the 130 000 training places planned for 2013-14 are not fully utilised, the expenditure will accordingly be reduced.

⁷ Placement-tied training courses are offered to both the general public and special service targets.

- (g) ERB evaluates the effectiveness of the training courses with reference to a set of key performance indicators including placement rate. In 2012, the average placement rate was 83%. ERB also gauges the opinions of the trainees and their employers by commissioning independent opinion surveys on a regular basis. In 2012, over 80% of the employer respondents were satisfied with the overall performance of the trainees, while over 80% of the trainee respondents considered that ERB courses helped enhance their skills level as well as their employment prospects.

| | |
|------------------------|---|
| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 8.4.2013 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)134

Question Serial No.

0233

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

The Financial Secretary stated in the Budget Speech that “understand that there may be transitional labour shortages for some jobs in certain sectors, or even longer-term shortages in a number of obnoxious trades. The Government will follow its existing policy and mechanisms in dealing with labour importation.” Regarding this, please advise us on the following –

Has the Administration assessed the labour shortages for the related sectors including construction, elderly service, retail and catering? If so, what are the details? If not, will there be any plans for making a study? In line with the existing mechanisms and policy, what specific measures does the Administration have to improve the problem of labour shortages in these sectors? What are the expenditure and staffing arrangements required?

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The Training Boards of the Vocational Training Council (VTC) conduct biennial manpower surveys for different industries in identifying their anticipated manpower requirements and training needs. For instance, manpower surveys were conducted for, inter alia, the building and civil engineering industry in 2011, the catering industry in 2011, and the retail industry in late 2012 (which is underway). VTC will continue to closely monitor the latest development of the respective industries and plan its initiatives with reference to the relevant manpower surveys. For example, VTC plans to offer around 30 000 training places (including pre-employment, in-service, skills upgrading, as well as apprenticeship and traineeship training in related areas) in 2013-14 to support the manpower development needs of construction, elderly service, retail and catering industries.

For the construction industry, the Construction Industry Council (CIC) maintains close liaison with the industry. The CIC consults the industry on a half-yearly basis to gauge the medium and short-term manpower situation. Further, CIC is projecting the manpower situation of the professionals, supervisors/technicians and construction workers over a 10-year horizon. The CIC will suitably review and adjust the training programmes to better meet the market needs. The Development Bureau has obtained approval from the Legislative Council for funding of a total of \$320 million to support CIC in strengthening training for local construction personnel, enhancing the skill levels of local workers, and attracting new entrants to the industry through promotion and publicity activities.

The Administration understands the strong manpower demand of the elderly service sector and has adopted various measures to address the issue, including collaboration with various institutions to organise training programmes, provision of additional resources to operators to recruit and retain the staff, setting up of a steering committee to conduct strategic review on healthcare manpower planning and professional development as well as assisting the sector to establish an Industry Training Advisory Committee to implement Qualifications Framework in the sector so as to establish an accessible articulation pathway for career advancement.

The Administration has, since 2006, organised 12 classes of the two-year full-time Enrolled Nurse Training Programme for the Welfare Sector (the Programme), provided some 1 500 training places. The Administration will allocate an additional \$160 million in the five-year period starting from 2013-14 to 2017-18 to organise 10 more classes of the Programme, offering 1 240 training places. In January 2012, the Social Welfare Department (SWD) implemented a training sponsorship scheme to provide funding support of \$17.7 million for non-governmental organisations (NGOs) to sponsor the tuition fees of students enrolled in two-year Master programmes in Occupational Therapy and in Physiotherapy run by the Hong Kong Polytechnic University. A total of about 60 training places (about 30 for each programme) were provided and the graduates are expected to join the welfare sector in January 2014. SWD's manpower involved in managing these training sponsorship schemes was absorbed within its existing provision.

Apart from providing training sponsorship, SWD sought an additional provision of \$285 million for providing additional funding for three years from 2009-10 to 2011-12 to enable NGOs and private residential care homes for the elderly (RCHEs) offering EA1 places under the Enhanced Bought Place Scheme (EBPS) to offer more competitive salaries for recruitment and retention of paramedical staff or hire of such services. Additional resources of \$356 million was sought to continue such support for a further period of three years from 2012-13 to 2014-15.

SWD also provides Dementia Supplement (DS) to subvented RCHEs, EBPS homes and subsidised day care centres/units for the elderly (DEs/DCUs), as well as subvented residential care homes for persons with disabilities; and Infirmary Care Supplement (ICS) to subvented RCHEs and EBPS homes, as well as subvented care-and-attention homes for the aged blind. The supplements allow the operators to employ professional and care staff to provide enhanced care to demented and infirm elderly. The estimated provision for ICS and DS in 2013-14 is \$105 million and \$208 million respectively. The estimated provision for DS for DE/DCUs in 2013-14 is \$14.7 million.

SWD will continue to closely monitor the manpower situation of the elderly service sector and formulate appropriate measures accordingly.

The Financial Secretary has announced the setting up of a Task Force on Manpower Development of the Retail Industry in the Budget this year. The Task Force will pool the efforts of the Administration, industry and relevant organisations. It will study the economic outlook of the industry and its labour demand and supply. The Task Force will complete its work within 2013 and put forward appropriate and concrete recommendations. The Administration will support the work of the Task Force with existing resources. No additional expenses will be incurred.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)135

Question Serial No.

0234

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding overseeing the implementation of the Manpower Development Scheme of the Employees Retraining Board (ERB) in 2013-14, please advise on the details, including the specific work, expenditures and manpower involved.

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The Labour and Welfare Bureau (LWB), as the housekeeping bureau, gives guidance to ERB on its direction and examines ERB's annual programme of activities. As one of the board members of ERB, LWB's representative participates in the meetings of ERB and its committees. These facilitate LWB in overseeing and assessing the work of ERB in implementing the Manpower Development Scheme which provides to local residents aged 15 or above with education level at sub-degree or below a variety of market-driven and employment-oriented training courses and services. The related manpower and expenditure involved in 2013-14 will be absorbed within the existing resources of LWB.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)136

Question Serial No.

0235

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

The extension of the pilot traineeship scheme for the service industries to other trades will be explored in 2013-14. Please provide information on the details of the scheme, timetable for its extension, the types of industries and the number of trainees to be benefited, the expenses and manpower involved, etc. Besides, has any review been conducted on last year (2012-13)'s work on the beauty care and hairdressing industries as the starting point of the scheme? What are the details?

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The Vocational Training Council (VTC) plans to extend the scope of the existing pilot scheme from beauty care and hairdressing industries to elderly care services, retail and catering in 2013-14. VTC plans to provide 360 places for the three new industries and in 2013-14 while the number of training places for these two existing industries will be increased to 530. In 2013-14, about 30 teaching and administrative staff will be required for implementing the pilot scheme, at an estimated expenditure of \$19.5 million.

A review on the pilot scheme in the beauty care and hairdressing industries was conducted in early 2013. Pursuant to the review, some of the training content of the pilot scheme has been enhanced, which include, for instance, the strengthening of training on soft skills for the trainees.

| | |
|------------------------|---|
| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 8.4.2013 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)137

Question Serial No.

1395

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in paragraph 79 of the Budget Speech that “[i]n my opinion, the shortage problem facing some sectors is caused by the surge in labour demand arising from their rapid development, coupled with the fact that a labour mismatch does exist in the labour market.” Does the Administration have any plan to conduct a comprehensive and long-term study on the manpower policy, together with training and employment support services, to resolve this mismatch in manpower supply and employment places in Hong Kong?

Asked by: Hon. CHIANG Lai-wan

Reply:

The Administration conducts Manpower Projections from time to time to assess the future manpower requirement and supply of our economy at the macro level, as well as any potential manpower resource imbalances at different education levels.

In addition, the Labour Department (LD) has been making efforts in enhancing labour market efficiency with a view to reducing manpower mismatch in the employment market. Through a network of 12 Job Centres, a Telephone Employment Service Centre, the Interactive Employment Service website and vacancy search terminals installed at various locations in the territory, vacancy information collected from employers for recruitment services are speedily disseminated to job seekers. Job seekers who wish to widen their job choice can easily access the most updated vacancy information through these channels. To help employers find suitable employees and enable job seekers to speed up their job search process, large-scale job fairs and district-based job fairs are organised by LD regularly. Employers of the catering and retail industries can also make use of two dedicated recruitment centres to conduct on-the-spot interviews for job seekers.

LD’s employment officers also offer job seekers employment advisory services at job centres. They will advise job seekers of the latest employment market situation, including the vacancies available in different trades and industries, and provide job seekers with information on vocational training or retraining services for entering into various trades and industries.

On training, the Employees Retraining Board provides a variety of courses under the Manpower Development Scheme, including placement-tied courses for the unemployed and job seekers, and courses which assist employees to enhance their skills, making it easier for them to move up the job ladder in various trades. The Vocational Training Council also provides training to those persons seeking to pursue vocational training, under Programme (7): Subvention: Vocational Training Council (Vocational Training) of Head 141- Government Secretariat: Labour and Welfare Bureau.

Name in block letters: Miss Annie Tam
Post Title: Permanent Secretary
for Labour and Welfare
Date: 8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)138

Question Serial No.

1400

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Government's proposal to inject \$15 billion into the Employees Retraining Board (ERB) as mentioned in the Budget Speech, please provide the following information:

- (a) Please explain in details how the injected fund of \$15 billion would be used.
- (b) Please list a breakdown of the estimated expenditure and staff establishment of ERB in 2013-14.
- (c) In the Budget Speech, it was mentioned that ERB would offer 130 000 training places and an additional 40 000 places in 2013-14. Please provide a breakdown of the training places by course types, trades and targets.
- (d) Among the training places to be offered by ERB in 2013-14, please list the respective number of places and courses that will be allocated to the six priority industries, i.e., cultural and creative industries, medical services, education services, innovation and technology, environmental industries, as well as testing and certification services.

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows –

- (a) As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. We will discuss the injection arrangements, the future investment and management of the fund as well as the monitoring mechanism with ERB and other relevant parties. Funding approval will be sought from the Finance Committee of the Legislative Council in due course.

- (b) The overall expenditure of ERB for a planned provision of 130 000 training places in 2013-14 is estimated to be \$1,068 million. Taking into account various factors including the market demand, local and overseas economic situations and the personal preferences of the trainees, the training places may not be fully utilised within the financial year and if so the expenditure in 2013-14 will accordingly be reduced.

The breakdown of the estimated expenditure is as follows:

| Item | Estimated expenditure (\$ million) |
|---|---------------------------------------|
| Training expenses | 725 |
| Retraining allowances | 111 |
| Three ERB service centres, Practical Skills Training and Assessment Centre, course quality assurance programmes, promotion and publicity programmes, etc. | 77 |
| Administrative expenses | 101 |
| Other expenses (i.e. IT systems and depreciation) | 26 |
| Non-recurrent expenses (i.e. renovation expenses for the relocation of ERB headquarters and contingency) | 28 |
| Total | 1,068 |

In 2013-14, the establishment of the ERB is 205.

- (c) In 2013-14, ERB plans to offer 130 000 training places. A breakdown of the planned training places by service targets and course types is as follows:

| Course type | Number of planned training places | | |
|--|--|---------------------------------|----------------|
| | Full-time Placement-tied courses | Part-time or evening courses | Total |
| Courses for the general public | | | |
| (I) Job-specific skills training courses | 65 800 | 30 550 | 96 350 |
| (II) Generic skills training courses ^{Note 1} | Not applicable | 27 000 | 27 000 |
| Courses for special service targets ^{Note 2} | 5 200 | 1 450 | 6 650 |
| Total | 71 000 | 59 000 | 130 000 |

^{Note 1} Generic skills training courses are either part-time or evening courses.

^{Note 2} The special service targets of ERB include the youth, new arrivals, ethnic minorities, persons with disabilities, people recovered from work injuries and rehabilitated ex-drug abusers as well as ex-offenders.

In 2013-14, ERB has reserved resources to provide an additional 40 000 training places to meet the demand from training providers for increasing or redeploying places as the need arises. These training places have not been earmarked for any particular courses.

- (d) The number of planned courses and training places for the concerned industries in 2013-14 are as follows:

| Industry | Number of planned courses | Number of planned training places |
|----------------------------------|---------------------------|-----------------------------------|
| Cultural and creative industries | 11 | 1 150 |
| Education services | 15 | 700 |
| Environmental industries | 33 | 4 200 |
| Innovation and technology | 17 | 1 800 |
| Medical services | 66 | 14 050 |
| Total: | 142 | 21 900 |

As the educational qualification and skills level required by the testing and certification services industry may exceed the education attainment of ERB's service groups, ERB currently has no plan to offer training for this industry.

Name in block letters: Miss Annie Tam
 Post Title: Permanent Secretary
for Labour and Welfare
 Date: 8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Under Programme (4) Manpower Development of Head 141, the Labour and Welfare Bureau oversees the implementation of the Continuing Education Fund (CEF). In this regard, will the Bureau provide the following information:

- (a) the number of reimbursable courses under CEF in 2013-14 by academic qualification to be awarded and course domain;
- (b) the number of applications received and approved under CEF and the amount of fund disbursed in 2012-13 by course domain and academic qualification to be awarded; and
- (c) whether the Bureau has studied the need to review CEF by raising the cap on the amount of subsidy receivable by each applicant and extending the period of four years within which applicants must submit all claims as required so as to encourage young people to pursue continuous education?

Asked by: Hon. CHIANG Lai-wan

Reply :

Under Programme (4): Manpower Development of Head 141, the Labour and Welfare Bureau (LWB) oversees, inter alia, the operation of CEF. The expenditure related to course fee reimbursement under CEF for eligible persons pursuing continuing education and training is provided under Head 173 Student Financial Assistance Agency instead.

- (a) The course providers may apply to register their courses under CEF throughout the year. As at 31 January 2013, there were 7 786 reimbursable courses registered under CEF.
- (b) A breakdown of CEF courses, the number of applications received and approved as well as the amount of funds disbursed in 2012-13 by course domains and academic qualification to be awarded are set out in the following tables respectively –

(i) By course domains

| Course domains | Number of courses registered under CEF | Number of applications received in 2012-13 (up to 31 January 2013) | Number of applications approved in 2012-13 (up to 31 January 2013) | Fund disbursed (\$ million) in 2012-13 (up to 31 January 2013) |
|--|--|---|---|---|
| Business services | 2 922 | 7 759 | 6 746 | 53.2 |
| Creative industries | 423 | 824 | 717 | 5.4 |
| Design | 712 | 3 164 | 2 746 | 17.2 |
| Financial services | 1 930 | 4 775 | 4 498 | 38.3 |
| Interpersonal and intrapersonal skills for the workplace | 14 | 180 | 159 | 0.7 |
| Languages | 587 | 12 832 | 12 637 | 44.1 |
| Logistics | 568 | 1 122 | 1 010 | 7.7 |
| Tourism | 510 | 1 882 | 1 675 | 10.5 |
| Specifications of Competency Standards | 120 | 1 891 | 1 669 | 8.4 |
| Courses which are not reimbursable under CEF | 0 | 232 | 0 | 0 |
| Total | 7 786 | 34 661 | 31 857 | 185.5 |

For the course domains under "Specifications of Competency Standards", the courses have adopted the specifications formulated by the Industry Training Advisory Committees of the Qualifications Framework (QF) as the main basis for curriculum design, which may be registered under CEF since the implementation of QF in May 2008.

(ii) By academic qualifications

| Academic qualifications to be awarded | Number of courses registered under CEF | Number of applications received in 2012-13 (up to 31 January 2013) | Number of applications approved in 2012-13 (up to 31 January 2013) | Fund disbursed (\$ million) in 2012-13 (up to 31 January 2013) |
|--|--|---|---|---|
| Doctorate | 2 | 0 | 0 | 0 |
| Master Degree | 93 | 202 | 173 | 1.2 |
| Postgraduate Diploma | 26 | 93 | 83 | 0.7 |
| Bachelor Degree | 85 | 358 | 323 | 2.5 |
| Postgraduate Certificate / Postgraduate Award | 10 | 12 | 12 | 0.1 |
| Associate Degree | 19 | 36 | 34 | 0.3 |
| Advanced Diploma / Professional Diploma / Post-diploma Certificate | 263 | 1 084 | 1 014 | 8.4 |
| Higher Diploma | 45 | 73 | 68 | 0.7 |
| Diploma / Executive Diploma / Graduate Diploma | 374 | 3 165 | 2 933 | 17.4 |

| Academic qualifications to be awarded | Number of courses registered under CEF | Number of applications received in 2012-13 (up to 31 January 2013) | Number of applications approved in 2012-13 (up to 31 January 2013) | Fund disbursed (\$ million) in 2012-13 (up to 31 January 2013) |
|--|--|--|--|--|
| Associate Diploma | 2 | 89 | 72 | 0.5 |
| Advanced / Professional / Higher Certificate | 262 | 1 098 | 992 | 6.5 |
| Certificate / Executive Certificate / Graduate Certificate | 958 | 8 064 | 7 760 | 39.7 |
| Others, e.g. certificate of completion / attendance | 5 647 | 20 387 | 18 393 | 107.5 |
| Total | 7 786 | 34 661 | 31 857 | 185.5 |

- (c) An eligible CEF applicant is required to completed his or her course(s) and submit a maximum of four claims within a validity period of four years. These maximum claims number and maximum validity period have been implemented following a review of the operation of CEF in 2007. There are no plans at present to change them.

At present, each CEF applicant may apply for reimbursement of 80% of the fees of any CEF registered course upon successful completion of the course, capped at \$10,000. We note that the tuition fees of the majority of CEF reimbursable courses are at or below \$10,000. The current level of subsidy is generally considered to be sufficient.

Name in block letters: Miss Annie Tam

Post Title: Permanent Secretary
for Labour and Welfare

Date: 8.4.2013

Examination of Estimates of Expenditure 2013-14

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)140

Question Serial No.

2362

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Office of the Director of Apprenticeship, please provide the following information –

- (a) Please provide the figures on the number, age, sector and sex of the apprentices registered with the Office of the Director of Apprenticeship in 2012-13.
- (b) Will the Administration please advise on the average training cost per apprentice?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows-

- (a) The breakdown of the number of apprentices registered with the Office of the Director of Apprenticeship under the statutory Apprenticeship Scheme by sector, age, and sex as at 14 March 2013 was as follows –

| Sector | Number of Apprentices (as at 14 March 2013) | | | |
|------------------|--|-------------|--------|-------|
| | Age | | Gender | |
| | 14-18 | 19 or above | Female | Male |
| Air-Conditioning | 158 | 269 | 1 | 426 |
| Automobile | 145 | 315 | 1 | 459 |
| Construction | 159 | 1 056 | 49 | 1 166 |
| Electrical | 266 | 555 | 3 | 818 |
| Electronic | 24 | 71 | 3 | 92 |
| Gas | 11 | 48 | 0 | 59 |
| Jewellery | 2 | 13 | 4 | 11 |
| Lift | 86 | 61 | 0 | 147 |
| Metal | 77 | 126 | 2 | 201 |
| Plastic | 1 | 1 | 0 | 2 |
| Printing | 7 | 41 | 24 | 24 |
| Sub-total | 936 | 2 556 | 87 | 3 405 |
| Total | 3 492 | | 3 492 | |

- (b) Programme (7) of Head 141 covers the Labour and Welfare Bureau's subvention to the Vocational Training Council (VTC) for, inter alia, administering the statutory Apprenticeship Scheme, the Modern Apprenticeship Scheme and the pilot traineeship scheme. The funding for these schemes comes from various sources. The employers bear the costs of providing workplace training. They also pay the tuition fees of the part-time vocational education courses pursued by their apprentices/trainees under the statutory Apprenticeship Scheme and pilot traineeship scheme. The Employees Retraining Board funds part of VTC's cost in administering the Modern Apprenticeship Scheme. The Education Bureau provides funding for subventing the relevant vocational education courses pursued by apprentices under the statutory Apprenticeship Scheme. Among these sources, Government subsidies on the training cost for each apprentice/trainee will amount to about \$19,700 in 2013-14.

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| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 8.4.2013 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

LWB(L)141

Question Serial No.

3274

Head: 141 – Government Secretariat:
Labour and Welfare Bureau

Subhead (No. & title):

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the number and domains of the courses subsidised by the Continuing Education Fund (CEF) in the past 3 years (i.e. 2010/11, 2011/12 and 2012/13 academic years)? What was the total amount of subsidies involved in each year? What criteria are adopted by the Administration to judge and review whether such programmes should be eligible for subsidies?

Asked by: Hon. FAN Kwok-wai, Gary

Reply :

CEF is open to applications throughout the year. A breakdown of the number of reimbursable courses by course domains and the amounts of funds disbursed under CEF to the beneficiaries in 2010-11, 2011-12 and 2012-13 financial years (rather than academic years) are as follows –

| Course domains | Number of courses registered under CEF | | |
|--|--|---------|------------------------------------|
| | 2010-11 | 2011-12 | 2012-13 (up to 31 January 2013) |
| Business services | 2 770 | 2 857 | 2 922 |
| Creative industries | 364 | 390 | 423 |
| Design | 642 | 695 | 712 |
| Financial services | 1 827 | 1 861 | 1 930 |
| Interpersonal and intrapersonal skills for the workplace | 14 | 14 | 14 |
| Languages | 587 | 599 | 587 |
| Logistics | 562 | 566 | 568 |
| Tourism | 454 | 471 | 510 |
| Specifications of Competency Standards-Based | 44 | 87 | 120 |
| Total number of courses | 7 264 | 7 540 | 7 786 |
| Fund disbursed (\$ million) | 322.0 | 247.4 | 185.5 |

At present, courses that fall within eight economic sectors/skill domains including business services, creative industries, design, financial services, interpersonal and intrapersonal skills for the workplace, languages,

logistics as well as tourism may be registered under CEF. Any courses designed in accordance with the Specifications of Competency Standards under the Qualifications Framework, even if they do not fall within the above eight domains, may also be eligible for registration under CEF. All new courses seeking registration are required to go through an assessment conducted by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications to ensure that the stipulated registration requirements, including the course domain and qualification of tutors, are met.

Name in block letters: Miss Annie Tam

Post Title: Permanent Secretary
for Labour and Welfare

Date: 8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)142

Question Serial No.

1346

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

It is proposed in the Budget that \$15 billion be injected into the Employees Retraining Board (ERB) to provide it with long-term support. Has it been assessed how long \$15 billion could maintain the operation? If no, why? When will the amount be reviewed and adjusted?

Asked by: Hon. HO Chun-yan, Albert

Reply:

As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. We will discuss the injection arrangements, the future investment and management of the fund as well as the monitoring mechanism with ERB and other relevant parties. Funding approval will be sought from the Finance Committee of the Legislative Council in due course.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)143

Question Serial No.

1347

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget that the Employees Retraining Board (ERB) will offer 130 000 training places. Besides, resources have also been reserved to provide an additional 40 000 places.

- (a) What was the number of participants in ERB courses in 2012-13? What was the expenditure involved?
- (b) What will be the details of the specific work of ERB and the expenditure involved in 2013-14?

Asked by: Hon. HO Chun-yan, Albert

Reply:

- (a) In 2012-13, the number of participants in ERB courses was about 110 000 and the expenditure involved is estimated to be \$828 million.
- (b) In 2013-14, ERB will continue its efforts in enhancing the quality and increasing the diversity of its placement-tied and generic skills training courses. ERB will, inter alia, develop new training courses for industries with employment potential, including the electrical engineering, health care, property management and security, tourism, and transport and logistics sectors. ERB will also strengthen its training and employment support for its special service targets, including young people, persons with disabilities, new arrivals, ethnic minorities and rehabilitated ex-offenders.

The overall expenditure of ERB for a planned provision of 130 000 training places in 2013-14 is estimated to be \$1,068 million. Taking into account various factors including the market demand, local and overseas economic situations and the personal preferences of the trainees, the training places may not be fully utilised within the financial year and the expenditure in 2013-14 will accordingly be reduced.

Name in block letters:

Miss Annie TAM

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)144

Question Serial No.

1350

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the “Matters Requiring Special Attention” that the Vocational Training Council (VTC) will further expand vocational assessment services and explore extending the pilot traineeship scheme for the service industries to other trades. Would the Administration advise this Committee on the following –

- (a) The specific information of and the expenditure incurred for VTC’s pilot traineeship scheme for the service industries over the past three years (2010-11 to 2012-13);
- (b) The details of the specific work of and the expenditure incurred for expanding vocational assessment services and exploring extending the pilot traineeship scheme for the services industries to other trades in 2013-14.
- (c) Whether the Administration will assess the effectiveness of the scheme. If yes, what are the details? If no, what are the reasons?

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follow-

- (a) VTC launched the pilot traineeship scheme for the service industries in 2011-12 to provide people aged 15 or above with on-the-job training and related vocational education, with the beauty care and hairdressing industries as the starting point. About 200 trainees have since enrolled in the pilot scheme. The expenditure for the development and provision of the relevant training was about \$2.2 million in 2011-12 and \$12.8 million in 2012-13.
- (b) VTC plans to extend the vocational assessment services to cover digital printing, vehicles maintenance, elderly care and arboriculture in 2013-14. The total estimated annual expenditure for operating the vocational assessment system and conducting the assessments is around \$5.5 million.

As regards the pilot traineeship scheme, VTC plans to extend the scope of the existing pilot scheme from beauty care and hairdressing industries to elderly care services, retail and catering in 2013-14. The total estimated expenditure for the scheme in 2013-14 is about \$19.5 million.

- (c) A review on the pilot scheme in the beauty care and hairdressing industries was conducted in early 2013. Pursuant to the review, some of the training content of the pilot scheme has been enhanced, which include, for instance, the strengthening of training on soft skills for the trainees.

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|------------------------|---|
| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 8.4.2013 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)145

Question Serial No.

1511

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the proposed injection of \$15 billion into the Employees Retraining Board (ERB), please advise this Committee on:

- (a) the allocation timetable of the \$15 billion;
- (b) the detailed allocation of the \$15 billion and types of courses involved, as well as the actual requirement of each type; and
- (c) expected achievements of the provision.

Asked by: Hon. IP LAU Suk-ye, Regina

Reply:

As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. We will discuss the injection arrangements, the future investment and management of the fund as well as the monitoring mechanism with ERB and other relevant parties. Funding approval will be sought from the Finance Committee of the Legislative Council in due course.

| | |
|------------------------|---|
| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 8.4.2013 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)146

Question Serial No.

1316

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

The Financial Secretary mentioned that he would “encourage other industries in keen demand for labour to follow the example of the construction industry in launching systematic training plans and initiatives to bring in more new recruits”. What are the industries mentioned above? What is the specific method of encouragement? Which bureaux or departments will be responsible?

Asked by: Hon. KWOK Wai-keung

Reply:

To support training for the local shipping and aviation industry, the Administration will designate \$100 million to establish a training fund for maritime and aviation transport, so as to sustain and expand various schemes and scholarships, and to implement other new initiatives. The objective is to help attract young people to enrol in related skills training and degree programmes and join the industry upon graduation, providing the necessary new blood for the industry. The Transport Branch of the Transport and Housing Bureau is working with the relevant stakeholders in devising the details and action plans for the training fund, and will provide such information when seeking funding approval from the Finance Committee of the Legislative Council.

As regards the retail industry as announced by the Financial Secretary in paragraph 86 of the Budget Speech, a Task Force on Manpower Development of the Retail Industry has been set up under the Commerce and Economic Development Bureau. The Task Force will pool the efforts of the Government, the industry and relevant organisations. It will study the economic outlook of the industry and its labour demand and supply. The Task Force will complete its work within 2013 and put forward appropriate and concrete recommendations.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 141 – Government Secretariat:
Labour and Welfare Bureau

Subhead (No. & title):

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Under this Programme, the Bureau will oversee the operation of the Continuing Education Fund (CEF). Please provide the following information:

- (a) The number of persons who have opened an account with CEF, and those who have claimed reimbursement from CEF over the past three years (i.e. 2010-11, 2011-12 and 2012-13);
- (b) Please provide by age, the number of persons who have not opened an account with CEF, and those who have already used up the maximum \$10,000 reimbursement;
- (c) The number of persons who have claimed reimbursement from CEF but who are not Hong Kong permanent residents (e.g. those who are holding the one-way permit, who have lived in Hong Kong for less than seven years or who only have the right to land or to remain in Hong Kong without restriction) over the past three years (i.e. 2010-11, 2011-12 and 2012-13); and
- (d) Would the Administration consider increasing the ceiling of CEF and encouraging members of the public who have not opened an account with CEF to apply for the fund, so as to promote continuing education? If yes, what are the expenditure and manpower involved? If no, what are the reasons?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows –

- (a) The number of applications and claims approved under CEF in 2010-11, 2011-12 and 2012-13 are given as follows –

| | Year | | |
|---------------------------------|---------|---------|------------------------------------|
| | 2010-11 | 2011-12 | 2012-13 (up to 31 January 2013) |
| Number of applications approved | 41 903 | 38 227 | 31 857 |
| Number of claims approved | 45 893 | 34 312 | 25 271 |

- (b) Hong Kong residents aged between 18 and 65 may apply for CEF. We do not have any information on the number of eligible persons who have not opened CEF accounts. A breakdown of the number of accounts that have exhausted the maximum entitlement of \$10,000 as at 31 January 2013 by age group is given as follows –

| | Age group | | | | |
|--|-----------|---------|---------|---------|---------|
| | 18 - 29 | 30 - 39 | 40 - 49 | 50 - 65 | Total |
| Number of accounts with the maximum amount already exhausted | 69 817 | 88 413 | 46 858 | 21 131 | 226 219 |

- (c) Hong Kong residents who have the right of abode, the right to land or the right to remain in Hong Kong without restriction as well as holders of one-way permits from the Mainland may apply for CEF. The Office of Continuing Education Fund does not have breakdowns of the CEF claimants by their residency status.
- (d) Each applicant may apply for reimbursement up to 80% of the fees of any CEF registered course upon successful completion of the course, capped at \$10,000. The majority of CEF reimbursable courses are at or below \$10,000. It is considered that the current subsidy is generally sufficient. The Administration will keep the situation under review.

The Administration will continue its ongoing efforts to promote CEF through various channels, such as the website and course providers of CEF etc.

Name in block letters: Miss Annie Tam

Post Title: Permanent Secretary
for Labour and Welfare

Date: 8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Continuing Education Fund (CEF) under the Programme, please provide the following information:

- (a) the number of training providers and courses recognised by the Fund as “reimbursable courses” in the past three years (i.e. 2010-11, 2011-12 and 2012-13);
- (b) the number of complaints involving “reimbursable courses” of CEF in each of the past three years (i.e. 2010-11, 2011-12 and 2012-13); the nature of complaints involved; and the number of courses and training providers deregistered as a result of the complaints; and
- (c) the measures the Administration has put in place to effectively monitor the quality and sales practices of the training providers of “reimbursable courses”. What are the expenditure and the manpower involved in monitoring the quality of such courses in the past year (2012-13).

Asked by: Hon. KWOK Wai-keung

Reply:

- (a) The number of course providers and reimbursable courses under CEF in 2010-11, 2011-12 and 2012-13 are provided as follows –

| | Year | | |
|------------------------------------|---------|---------|------------------------------------|
| | 2010-11 | 2011-12 | 2012-13 (up to 31 January 2013) |
| Number of CEF course providers | 297 | 306 | 308 |
| Number of CEF reimbursable courses | 7 264 | 7 540 | 7 786 |

- (b) The number of complaints received and their nature, the number of de-registered courses as well as course providers arising from the complaints in 2010-11, 2011-12 and 2012-13 are provided as follows –

| Year | | 2010-11 | 2011-12 | 2012-13 (up to 31 January 2013) |
|--|---|---------|---------|------------------------------------|
| Number of complaints received | | 17 | 15 | 16 |
| Nature of complaint ¹ | Course quality and delivery | 3 | 8 | 9 |
| | Misleading publicity or unscrupulous promotional practice | 7 | 4 | 5 |
| | Fraud cases | 1 | 1 | 3 |
| | Refund arrangement | 4 | 3 | 3 |
| | Others ² | 4 | 6 | 1 |
| Number of de-registered courses arising from complaint (Number of course providers involved) | | 1 (1) | 0 | 0 |

¹ Some cases may involve more than one nature of complaint.

² "Others" includes unsatisfactory classroom environment, poor staff attitude, unclear payment schedule of tuition fee, etc.

- (c) All new courses are required to undergo a formal accreditation process before they can be registered under the CEF. CEF course providers are also subject to the on-going monitoring of the Office of the Continuing Education Fund (OCEF) and the Hong Kong Council for Accreditation of Academic and Vocational Qualifications.

Course providers are also required to comply with a set of CEF terms and conditions which contains specific requirements on the sales practice of CEF reimbursable courses. For example, only courses which have been registered under CEF are allowed to be promoted as CEF reimbursable courses and course providers are not allowed to advertise themselves as the agents or partners of the Government, etc. OCEF conducts inspections to ensure compliance with the CEF terms and conditions.

A written warning will be issued to the course provider in case of any non-compliance with the CEF terms and conditions. If the breach is serious or repetitive in nature, the Administration will consider de-registering the concerned course(s) from the list of CEF reimbursable courses. In case of any suspected criminal activities, such as deception or bribery, OCEF will refer the case to the relevant law enforcement agencies for follow-up action.

The expenditure and the manpower involved in the inspections for monitoring the quality and sales practices of training providers conducted by OCEF is provided under Head 173 Student Financial Assistance Agency. In 2012-13, OCEF deployed four staff in conducting the inspections of the course providers under CEF. The annual staff cost involved is about \$1 million.

Name in block letters: Miss Annie Tam

Post Title: Permanent Secretary
for Labour and Welfare

Date: 8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)149

Question Serial No.

1552

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Under this Programme, it is mentioned in the matters requiring special attention in 2013-14 that the Administration will oversee the implementation of the Manpower Development Scheme (Scheme) of the Employees Retraining Board (ERB). In this regard, please provide details on the following:

- (a) The number of courses, training places and enrolments of the Scheme in the past three years (i.e. 2010-11, 2011-12 and 2012-13);
- (b) The average expenditure for each training place of the Scheme in the previous year (i.e. 2012-13);
- (c) With the injection of \$15 billion from the Government, will ERB be able to step up training efforts to attract more people to enrol the courses as appropriate? If yes, how many additional places are expected to be offered?
- (d) As mentioned in the Budget Speech, some sectors, including the construction, retail and catering industries, have experienced labour shortage. What training initiatives will be taken forward by the Administration to channel more manpower resources to such sectors? If yes, what are the details?
- (e) On the manpower training for ethnic minorities, how many courses and training places are expected to be provided by the Administration and ERB for the coming year (2013-14)? What are the expenditures involved?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows-

- (a) The number of planned training courses, training places and completions¹ by enrolled trainees under the Scheme in 2010-11, 2011-12 and 2012-13 (estimated as at mid March 2013) were as follows:

¹ A trainee who has enrolled a training course is regarded as having completed one if he has achieved an attendance rate of 80%. A trainee may pursue more than one ERB course within a financial year and may involve in more than one completion.

| | 2010-11 | 2011-12 | 2012-13 |
|----------------------------------|---------|---------|---------|
| Planned training courses | 619 | 1 016 | 1 005 |
| Planned training places | 123 000 | 130 000 | 130 000 |
| Completions by enrolled trainees | 90 900 | 97 000 | 107 000 |

- (b) In 2012-13, the average training expenses for each training place is estimated to be about \$5,400.
- (c) As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In 2013-14, ERB plans to offer 130 000 training places. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. We will discuss the injection arrangements, the future investment and management of the fund as well as the monitoring mechanism with ERB and other relevant parties.
- (d) For the construction industry, the Construction Industry Council (CIC) maintains close liaison with the industry. CIC will suitably review and adjust the training programmes to better meet the market needs. The Development Bureau has obtained approval from the Legislative Council for funding of a total of \$320 million to support CIC in strengthening training for local construction personnel, enhancing the skill levels of local workers and attracting new entrants to the industry through promotion and publicity activities.

The Financial Secretary has announced the setting up of a Task Force on Manpower Development of the Retail Industry in the Budget this year. The Task Force will pool the efforts of the Administration, industry and relevant organisations. It will study the economic outlook of the industry and its labour demand and supply. The Task Force will complete its work within 2013 and put forward appropriate and concrete recommendations.

In addition, the Vocational Training Council and ERB will continue to offer training to support the manpower needs of the construction, retail and catering industries in 2013-14.

- (e) In 2013-14, ERB plans to provide 26 training courses providing altogether about 800 places for eligible ethnic minorities. These courses will be conducted in English. The expenditure involved is estimated to be about \$6 million.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)150

Question Serial No.

1556

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Under the Programme, the Vocational Training Council (VTC) is responsible for the legislative control, training and employment of young persons aged below 19 in trades specified as designated trades under the Apprenticeship Ordinance (Cap. 47) (the Ordinance), and other young persons registered on a voluntary basis. In this connection, please provide the following information –

- (a) the number of employers participating in the Apprenticeship Scheme (the Scheme) and the number of trained apprentices per annum in the past three years (2010-11, 2011-12 and 2012-13);
- (b) the number of registered apprentices in the designated trades under the Ordinance;
- (c) given that the Scheme can equip young people with professional skills and alleviate the succession problems in industries, will the Administration consider reviewing the Ordinance and the Scheme, as well as enhancing such employment-related training programmes to solve the problem of youth unemployment? If yes, what are the details and timetable? If no, what are the reasons?
- (d) the expenditure in the past year (2012-13) and the estimated expenditure for the coming year (2013-14) for administering the Scheme under the Ordinance and apprenticeship training.

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows-

- (a) The number of employers and apprentices participating in the Scheme, including designated and non-designated trades¹, in the past three years (2010-11 to 2012-13) are as follows –

| Year | Number of Employers | Number of Apprentices |
|----------------------------------|---------------------|-----------------------|
| 2010-11 | 723 | 3 130 |
| 2011-12 | 673 | 3 291 |
| 2012-13 (as at 14 March 2013) | 609 | 3 492 |

- (b) Currently, there are 1 645 registered apprentices in the designated trades, with a breakdown as follows –

| Sector | Designated Trade | Number of Apprentices |
|------------------|--|-----------------------|
| Air-Conditioning | Refrigeration/Air-conditioning Mechanic | 313 |
| Automobile | Vehicle Body Repairer | 34 |
| | Vehicle Electrician | 72 |
| | Vehicle Mechanic | 279 |
| | Vehicle Painter | 21 |
| Construction | Bricklayer/Plasterer/Tiler | 1 |
| | Building Services Mechanic | 99 |
| | Construction Plant Mechanic | 92 |
| | Painter | 2 |
| | Plasterer | 1 |
| | Plumber | 15 |
| Electrical | Cable Joints (Power) | 17 |
| | Electrical Appliances Service Mechanic | 6 |
| | Electrical Fitter | 36 |
| | Electrician | 456 |
| | Overhead Linesman | 16 |
| Gas | Gas Utilisation Fitter | 26 |
| Jewellery | Goldsmith (K-gold) | 3 |
| | Precious Stone Setter | 4 |
| Lift | Lift Electrician | 133 |
| | Lift Mechanic | 7 |
| Metal | Machinist | 6 |
| | Fitter | 3 |
| Printing | Printing Machine Operator (Letterpress) | 2 |
| | Printing Machine Operator (Offset Litho) | 1 |
| Total : | | 1 645 |

¹ At present, there are 45 trades specified to be a designated trade under the Apprenticeship Ordinance. A young person aged between 14 and below 19 who is employed in a designated trade and who has not completed an apprenticeship must enter with the employer an apprenticeship contract which must be registered with the Director of Apprenticeship. Voluntary registration is also open to apprentices at or over 19 years of age in designated trades or apprentices in trades not specified as designated trades (non-designated trades).

- (c) The Administration and VTC keep under review the operation of the Ordinance and the Scheme. To assist young people in developing their career in the service industries, VTC launched a pilot traineeship scheme in 2011-12 to provide people aged 15 or above with on-the-job training and related vocational education, with the beauty care and hairdressing industries as the starting point. VTC is planning to extend the pilot traineeship scheme to other service industry sectors in 2013-14, namely elderly care services, retail and catering.
- (d) The net expenditure for the administration of the apprenticeship/traineeship schemes and the relevant training cost was about \$69 million in 2012-13 and the estimated expenditure in 2013-14 will be \$77 million.

| | |
|------------------------|---|
| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 8.4.2013 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)151

Question Serial No.

1557

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Under the relevant programme, the pilot traineeship scheme for the service industries and its extension to other trades are mentioned. Please provide the following information –

- (a) What is the number of trainees participating in the pilot traineeship scheme at present? Is the number of places enough to meet the demand? Will the Administration increase the number of places next year (2013-14) and enhance publicity to attract more employers and young people to join the scheme? If yes, what is the detailed expenditure?
- (b) On the extension of the pilot traineeship scheme to other trades of service industries, what are the anticipated details, number of places, implementation schedule and estimated expenditure?
- (c) Will the pilot traineeship scheme be extended from the existing beauty care and hairdressing industries to other trades such as retail, catering and care services? If yes, what are the details, the number of places, schedule and estimated expenditure?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- (a) The pilot traineeship scheme was launched for the beauty care and hairdressing industries in March 2012. So far about 200 trainees have joined the pilot scheme. In 2013-14, the number of training places will be increased to 530. A series of publicity campaigns, including promotion talks and roving exhibitions to potential applicants and different stakeholders of the industries will be conducted to promote the scheme, and the estimated expenditure is about \$0.7 million.
- (b) and (c) The Vocational Training Council (VTC) is actively planning to extend the pilot scheme to elderly care services, retail and catering industries. VTC plans to provide about 360 training places in 2013-14 and the total estimated expenditure for the pilot scheme as a whole in 2013-14 is about \$19.5 million.

| | |
|------------------------|---|
| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 8.4.2013 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)152

Question Serial No.

1559

Head: 141 – Government Secretariat: Subhead (No. & title): 000 Operational expenses
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the item “Subventions” under the Operating Account, please provide the following information on the Adult Education Subvention Scheme (the Scheme) –

- (a) What were the numbers of courses, enrolment and graduates of various categories of courses under the Scheme in the past three years (i.e. 2010-11, 2011-12 and 2012-13)?
- (b) Has the Administration conducted any review on the enrolment, district distribution and effectiveness of the Scheme with a view to gradually increasing the types and scope of relevant courses to help vulnerable groups, such as the new arrivals, ethnic minorities, elderly and grass-roots adults, pursue basic education in the community?
- (c) Will the Administration step up the relevant publicity to allow more people from vulnerable groups and grass-roots to participate in the Scheme for enhancing their basic knowledge and skills? If yes, what are the details and expenditure of the publicity work?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows –

- (a) Under the Scheme, the Administration grants subvention to non-governmental organisations (NGOs) for organising basic informal adult education programmes in certain specified areas. As the Scheme is run by academic year, our statistics are kept by academic year instead of financial year. For the academic years 2010/11, 2011/12 and 2012/13, the breakdown of the number of classes conducted and actual enrolment by categories of courses under the Scheme is provided as follows.

| Category | 2010/11 | | 2011/12 | | 2012/13 |
|---|-----------------------------|---------------------|-----------------------------|---------------------|-----------------------------|
| | Number of classes conducted | Number of enrolment | Number of classes conducted | Number of enrolment | Number of classes approved* |
| Basic Chinese Literacy Courses | 376 | 8 282 | 377 | 8 568 | 377 |
| Special Education Courses | 276 | 3 078 | 264 | 3 141 | 298 |
| Pre-retirement / Retirement Education Courses | 169 | 3 307 | 208 | 4 161 | 226 |
| General Education Courses | 97 | 2 434 | 144 | 3 773 | 150 |
| Re-orientation Courses for New Arrivals and Ethnic Minorities | 65 | 977 | 49 | 660 | 45 |
| Computer Courses | 47 | 799 | 54 | 987 | 62 |
| Social and Moral Education Courses | 41 | 901 | 40 | 870 | 38 |
| Job-oriented Courses | 19 | 428 | - # | - # | - # |
| Labour Education Courses | 5 | 100 | - # | - # | - # |
| Careers Education Courses | 3 | 62 | - # | - # | - # |
| Total | 1 098 | 20 368 | 1 136 | 22 160 | 1 196 |

* As the academic year 2012/13 has yet to be completed, the figures provided for 2012/13 are the number of classes approved (instead of conducted). The statistics on enrolment for 2012/13 are not yet available.

Starting from the academic year 2011/12, with a view to better utilising resources, these three categories of courses which are least popular have been accorded the lowest priority in granting subvention having regard to the fact that similar courses are offered by other organisations such as the Employees Retraining Board.

As there are no graduation requirements under the Scheme, we do not have information on the number of graduates.

- (b) Following a recent review in 2011, certain courses designed for specific target groups have been accorded higher priority in the granting of subvention including Basic Chinese Literacy Courses, Special Education Courses for persons with disabilities, Pre-retirement / Retirement Education Courses for the elderly as well as Re-orientation Courses for New Arrivals and Ethnic Minorities.
- (c) The NGOs participating in the Scheme are required to promote the relevant courses to potential participants, including, among others, the vulnerable groups and grass-roots. Their publicity channels include, inter alia, booklets, leaflets, posters, banners as well as websites. We do not require the NGOs to provide breakdown of their expenditure on publicity work on the Scheme.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)153

Question Serial No.

0731

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the injection of \$15 billion into the Employees Retraining Board (ERB), would the Administration inform this Committee of the expenditure of the Board in each of the past three years (up to 2012-13) and the estimated expenditure in 2013-14?

Asked by: Hon. LEE Cheuk-yan

Reply:

The expenditure of ERB was \$758 million in 2010-11, \$793 million in 2011-12 and \$828 million in 2012-13 (estimated as at mid-March 2013). The estimated expenditure for 2013-14 is \$1,068 million for a planned provision of 130 000 training places in total. Taking into account various factors including the market demand, local and overseas economic situations and the personal preferences of the trainees, the training places may not be fully utilised within the financial year and the expenditure in 2013-14 will accordingly be reduced.

Name in block letters:

Miss Annie TAM

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)154

Question Serial No.

0195

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2013-14, a provision of \$195.8 million will be allocated for Subvention: Vocational Training Council (Vocational Training). It is estimated that 193 300 trainee places for vocational training will be provided in the 2013/14 academic year. Would the Administration please advise on the following –

- (a) How much of the provision will be used for the market-driven and collaborative programmes with the industry? Please list the organisers and programmes;
- (b) Is there any assessment of whether the facilities of the institutes could accommodate all additional trainees? and
- (c) Will establishment of new institutes be considered? If so, what are the details? If not, why?

Asked by: Hon. LEUNG Kwan-yuen, Andrew

Reply:

- (a) The Vocational Training Council (VTC) offers, with the subvention provided by the Administration, vocational training programmes to support the manpower development needs of the community. Industries are involved throughout the course planning and curriculum design processes of these vocational training by way of representations in the Training Boards and other Advisory Boards/Committees of the VTC.

In addition, the VTC develops collaborative and market-driven programmes jointly with professional/industry partners on a self-financed basis, which are not funded under Programme (7) of Head 141.

- (b) The VTC has been monitoring and will continue to monitor the utilisation of the existing facilities and the need for additional ones having regard to the training demands.
- (c) A new International Culinary College will be established and the VTC expects to admit the first batch of students in the 2014/15 academic year to provide high-quality professional culinary training in international cuisines.

Name in block letters: Miss Annie Tam

Post Title: Permanent Secretary
for Labour and Welfare

Date: 8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)155

Question Serial No.

2519

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

For the vocational assessment services, please list the numbers of participants and successful referral cases, as well as the expenditure involved over the past three years (i.e. 2010-11, 2011-12 and 2012-13). Please also provide the details on its future expansion.

Asked by: Hon. POON Siu-ping

Reply:

The number of candidates sitting for the vocational assessments (VAs) was 2 061 in 2010-11, 5 064 in 2011-12 and 4 230 in 2012-13. As the VA service is a structured and formal assessment system benchmarked against the Qualifications Framework and international standards, no referral is involved. The annual expenditure for operating the VA system and conducting the assessments is around \$5.5 million. The Vocational Training Council is actively planning to extend the VA service to cover digital printing, vehicles maintenance, elderly care and arboriculture in 2013-14.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)156

Question Serial No.

1908

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

The Financial Secretary has said that he encourages other industries in keen demand for labour to follow the example of the construction industry in launching systematic training plans and initiatives to bring in more new recruits. In this connection, does the Administration have any specific incentive measures, and has it made any relevant budgetary provision? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. TIEN Pei-chun, James

Reply:

To support training for the local shipping and aviation industry, the Administration will designate \$100 million to establish a training fund for maritime and aviation transport, so as to sustain and expand various schemes and scholarships, and to implement other new initiatives. The objective is to help attract young people to enrol in related skills training and degree programmes and join the industry upon graduation, providing the necessary new blood for the industry. The Transport Branch of the Transport and Housing Bureau is working with the relevant stakeholders in devising the details and action plans for the training fund, and will provide such information when seeking funding approval from the Finance Committee of the Legislative Council.

As regards the retail industry as announced by the Financial Secretary in paragraph 86 of the Budget Speech, a Task Force on Manpower Development of the Retail Industry has been set up under the Commerce and Economic Development Bureau. The Task Force will pool the efforts of the Government, the industry and relevant organisations. It will study the economic outlook of the industry and its labour demand and supply. The Task Force will complete its work within 2013 and put forward appropriate and concrete recommendations.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)157

Question Serial No.

1913

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

The Financial Secretary has admitted that some sectors, including the construction, retail and catering industries, have experienced labour shortage in recent years. In this connection, will the Administration advise on whether funding was provided for conducting studies on the labour shortage problem in specific sectors in the past five years (2008-09 to 2012-13). If yes, what were the details? If no, what were the reasons? Is there any plan to provide funding for conducting relevant studies in future? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. TIEN Pei-chun, James

Reply:

The Training Boards of the Vocational Training Council (VTC) conduct biennial manpower surveys for different industries in identifying their anticipated manpower requirements and training needs. In the past five years (i.e. 2008-09 to 2012-13), manpower surveys were conducted for, inter alia, the building and civil engineering industry in 2009 and 2011, the retail industry in 2008, 2010 and late 2012 (the latest survey is still underway), and for the catering industry in 2009 and 2011. The funding for VTC to conduct manpower surveys is provided under Programme (7): Subvention: Vocational Training Council (Vocational Training) of Head 141, and the average expenditure for conducting a survey is about \$1.8 million.

In 2013-14, VTC will continue to conduct manpower surveys for various industries including the building and civil engineering industry, the catering industry, etc.

For the construction industry, the Development Bureau and the Construction Industry Council (CIC) have, in the past years, conducted manpower studies for professionals as well as supervisors/technicians and workers in the construction industry respectively. In order to have a good grasp of the future manpower situation to help formulate long-term training strategy, CIC, in collaboration with the Development Bureau, will soon commence a manpower forecast study on projecting the supply and demand of local professionals, supervisors/technicians and workers in the construction sector for a 10-year horizon. Further, CIC gauges the latest market situation, as well as reviews and adjusts the training programmes from time to time to better meet the market needs.

The Financial Secretary has announced the setting up of a Task Force on Manpower Development of the Retail Industry in the Budget this year. The Task Force will pool the efforts of the Government, the industry and relevant organisations. It will study the economic outlook of the industry and its labour demand and supply. The Task Force will complete its work within 2013 and put forward appropriate and concrete recommendations.

Name in block letters: Miss Annie Tam
Post Title: Permanent Secretary
for Labour and Welfare
Date: 8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)158

Question Serial No.

1914

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme:

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

The Financial Secretary has proposed to inject \$15 billion into the Employees Retraining Board (ERB) to provide it with long-term support. In this connection, will the Administration advise on the use and management of the fund by the ERB, including how long can it operate with the fund, how can it improve its work with the fund, is there any mechanism to monitor the use of resources or evaluate the effectiveness, will the fund be used for reinvestment, etc?

Asked by: Hon. TIEN Pei-chun, James

Reply:

As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. We will discuss the injection arrangements, the future investment and management of the fund as well as the monitoring mechanism with ERB and other relevant parties. Funding approval will be sought from the Finance Committee of the Legislative Council in due course.

| | |
|------------------------|---|
| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 8.4.2013 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)159

Question Serial No.

1835

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Financial Secretary's proposal to inject \$15 billion into the Employees Retraining Board (ERB) as mentioned in paragraph 88 of the Budget Speech, could the Administration advise on the following:

- (a) How will ERB be monitored in the use of the injection?
- (b) Concerning those courses regarded as relatively unpopular, could the Administration advise on the top five courses with the highest and lowest participation respectively, as well as their participation rates and the actual numbers of participants? Will ERB review the courses with lower participation rates and find out the reasons for that?
- (c) How will ERB make use of the \$15 billion injected by the Government? Calculated on the basis that ERB's course expenditure is \$700 million to \$800 million each year, for how many years can the \$15 billion injected by the Government be used to meet the operating expenses?
- (d) Since ERB launched the course "Certificate in Foundation Skills for Employment" for new arrivals in 2010, how many classes of this course have been offered? How many people have been trained? Will there be any daily allowances for course participants? If not, what are the reasons?

Asked by: Hon. TIEN Puk-sun, Michael

Reply:

The information sought is provided as follow-

- (a)&(c) As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. We will discuss the injection arrangements, the future investment and management of the fund as well as the monitoring mechanism with ERB and other relevant parties. Funding approval will be sought from the Legislative Council Finance Committee in due course.
- (b) In 2012-13, the five categories of training courses offered by ERB that recorded the highest number of admitted trainees were generic skills, domestic services, property management and security, healthcare services as well as beauty therapy. The five categories of training courses with the lowest number of admitted trainees were financial services, transportation and support services, entertainment and performing arts, wearing apparel and textile as well as printing and publishing. The number of admitted trainees and the capacity utilisation rates of these 10 training courses in 2012-13 were as follows:

| | Number of trainees admitted ¹ | Capacity utilisation rate ² |
|--|--|--|
| Categories of courses with highest number of admitted trainees | | |
| Generic skills ³ | 32 700 | 93% |
| Domestic services | 15 800 | 91% |
| Property management and security | 10 800 | 87% |
| Healthcare services | 7 400 | 90% |
| Beauty therapy | 6 600 | 87% |
| Categories of courses with lowest number of admitted trainees | | |
| Financial services | 230 | 82% |
| Transportation and support services | 210 | 80% |
| Entertainment and performing arts | 140 | 87% |
| Wearing apparel and textile | 110 | 91% |
| Printing and publishing | 30 | 80% |

¹ The figures are estimated as at mid March 2013.

² "Capacity utilisation rate" is the percentage of the total number of admitted trainees over the total number of training places for the concerned classes.

³ General skills courses cover IT applications, workplace languages and personal attributes.

In planning the training places for 2013-14, ERB has taken into account the utilisation of the training places in the past year as well as the manpower requirements and training needs of different industries as advised by its Industry Consultative Networks (ICNs). For training courses with persistently low enrolment, ERB would seek the advice of the concerned ICNs on whether the courses should be enhanced or shelved.

- (d) Since the launch of the Certificate in Foundation Skills for Employment dedicated for New Arrivals in May 2010, 72 classes have been organised and about 1 100 trainees have completed the course. Trainees of this full-time placement-tied training course are eligible to apply for retraining allowances. The daily rate of the retraining allowance is \$153.8 for trainees aged 30 or above and with education attainment of Form 3 or below; and \$70 for other eligible trainees.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)160

Question Serial No.

0823

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Provision for 2013-14 will increase by \$9.4 million, mainly to provide the Vocational Training Council with additional subvention for enhancing its training services. What are the training courses to be provided and their specific content? Is there any mechanism to review whether the additional courses meet the needs of the industries?

Asked by: Hon. TONG Ka-wah, Ronny

Reply:

The \$9.4 million increase in subvention to the Vocational Training Council (VTC) covers (a) additional training places under the Vocational Development Programme for the non-engaged youths with a view to equipping them for further studies or employment; and (b) extending the pilot Traineeship Scheme to other service industry sectors, namely elderly care services, retail and catering, aiming to equipping young people with the required knowledge and skills for continuous employment in their respective industry sectors.

To align the courses with the latest training demands, consultation and review meetings will be conducted to seek advice from major stakeholders, including the relevant trade associations and the related Training Boards of VTC.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)161

Question Serial No.

1649

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Given an unemployment rate of 3.4% as well as a virtually full employment situation as described by the Financial Secretary (the problem of manpower shortage exists in many industries such as the retail and catering industries), how does the Administration assess whether the substantial injection of \$15 billion into the Employees Retraining Board (ERB) will meet the actual manpower demand in the local market?

Asked by: Hon. TSE Wai-chun, Paul

Reply:

As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. We will discuss the injection arrangements, the future investment and management of the fund as well as the monitoring mechanism with ERB and other relevant parties. Funding approval will be sought from the Legislative Council Finance Committee in due course.

To meet the manpower demand in the local market, ERB will continue to plan its training places by taking into account the utilisation of the training places in the past year, as well as the manpower requirements and training needs of different industries as advised by its Industry Consultative Networks.

| | |
|------------------------|---|
| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 8.4.2013 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)162

Question Serial No.

1650

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

The Financial Secretary has proposed a huge injection of \$15 billion into the Employees Retraining Board (ERB) in the new financial year to provide it with long-term support. What statistics and assessment is the amount based on? How will the provision be used actually? How many years is it expected to support the running of ERB?

Asked by: Hon. TSE Wai-chun, Paul

Reply:

As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. We will discuss the injection arrangements, the future investment and management of the fund as well as the monitoring mechanism with ERB and other relevant parties. Funding approval will be sought from the Finance Committee of the Legislative Council in due course.

| | |
|------------------------|---|
| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 8.4.2013 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)163

Question Serial No.

1669

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Mr NG Ka-kwong, Executive Director of the Employees Retraining Board (ERB), has said that the new capital injection of \$15 billion will be operated in the form of seed money.

How will the seed money yield returns? What are the precautions against investment losses as in the case of the Mandatory Provident Fund, or erosion of returns by unreasonably high investment handling charges, and costs of administration and transaction which lack transparency?

Asked by: Hon. TSE Wai-chun, Paul

Reply:

As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. We will discuss the injection arrangements, the future investment and management of the fund as well as the monitoring mechanism with ERB and other relevant parties. Funding approval will be sought from the Finance Committee of the Legislative Council in due course.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)164

Question Serial No.

1670

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

What policies will the Employees Retraining Board (ERB) put in place to ensure that the 130 000 training places to be offered in the coming year will meet the demand of the Hong Kong labour market to avoid wasting training resources?

Asked by: Hon. TSE Wai-chun, Paul

Reply:

In planning the training places for 2013-14, the ERB has taken into account the utilisation of the training places in the past year as well as the manpower requirements and training needs of different industries as advised by its Industry Consultative Networks.

The ERB will closely monitor the progress of utilisation of training places and the waiting time for commencement of classes, and promptly respond to changes in market demand by redeploying training places from the less popular courses to courses with strong demand. Additional training places will also be provided for the organisation of new courses as proposed by the training bodies if the need arises. If, on the other hand, the 130 000 training places planned for 2013-14 are not fully utilised, the expenditure will be correspondingly reduced.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)165

Question Serial No.

2016

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Mr. NG Ka-kwong, the Executive Director of the Employees Retraining Board (ERB), said that the high-end property management and security services training programme (the Programme) will be launched in the coming financial year for youths.

How many trainees will be admitted under the Programme by ERB in the coming year? Is there any assessment on the market demand? If so, what is the evaluation method? What are the findings?

What is the estimated training cost required for each trainee? How can over-supply of the trainees be avoided so as not to waste training resources?

What is the estimated number of young trainees of the Programme for the coming year? What are the selection criteria for the young trainees?

Asked by: Hon. TSE Wai-chun, Paul

Reply:

In 2013-14, ERB plans to launch a pilot programme (the Programme) to train young people on high-end property management and security services. The Programme will be a full-time placement-tied training course with 320 training hours. Placement follow-up services will be provided to the trainees upon completion of the Programme.

To ascertain the market demand, ERB has widely consulted employer associations, professional bodies and major market players of the property management and security services industry. The feedback from the industry was positive. ERB will further consult its Industry Consultative Network (ICN) of the property management and security services industry on the content of the Programme. Members of the ICN comprise representatives of employer associations, trade unions, professional bodies as well as experienced practitioners.

Training bodies which apply to deliver the Programme will be selected through a competitive bidding system which takes both quality and cost into account. As the tender exercise has yet to commence, the training cost of the Programme has not been confirmed at this stage.

Young people aged between 18 and 24 with secondary education level or above will be eligible to apply for the Programme which will provide 80 training places. A physical test will be conducted to ensure trainees' ability in undergoing the physical training of the Programme. Interviews will also be conducted for selecting suitable trainees

ERB will review the effectiveness and the market demand after the completion of the Programme.

| | |
|------------------------|---|
| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 8.4.2013 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)166

Question Serial No.

3182

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What are the names of the five organisations and bodies which were/will be provided with the largest amount of government funding for running employees training programmes in the past three financial years (2010-11 to 2012-13) and 2013-14 financial year?
- (b) What policies and initiatives are in place to prevent political parties and trade unions from using the substantial funding for employees training over the years as “political chips” to solicit public support in elections?

Asked by: Hon. TSE Wai-chun, Paul

Reply:

The information sought is provided as follows –

- (a) In 2010-11 to 2012-13, the Employees Retraining Board (ERB) was not funded by the General Revenue Account. In 2013-14, the Financial Secretary proposed to inject \$15 billion into ERB to provide sustained and stable financial support. Approval will be sought from the Finance Committee of the Legislative Council in due course.

In terms of the funds allocated by ERB for the organisation of training courses, the top five training bodies with the highest amounts of allocation from 2010-11 to 2012-13 and 2013-14 were/will be as follows:

| Ranking | Financial year | | | |
|---------|---|---|---|---|
| | 2010-2011 | 2011-2012 | 2012-2013 ^{Note 1} | 2013-2014 ^{Note 2} |
| 1 | HKCT Group Limited | HKCT Group Limited | HKCT Group Limited | HKCT Group Limited |
| 2 | Vocational Training Council | Vocational Training Council | Vocational Training Council | Vocational Training Council |
| 3 | Christian Action | Christian Action | Christian Action | The Hong Kong Confederation of Trade Unions |
| 4 | Caritas – Hong Kong | The Hong Kong Confederation of Trade Unions | The Hong Kong Confederation of Trade Unions | Christian Action |
| 5 | The Hong Kong Confederation of Trade Unions | Caritas – Hong Kong | New Territories Association Retraining Centre Limited | New Territories Association Retraining Centre Limited |

^{Note 1} The figures are estimated as at mid March 2013.

^{Note 2} The figures are estimated with reference to the number of training places allocated. The actual amount of funding allocation depends on the actual utilisation of training places and the training bodies' satisfactory performance in different areas specified in the service contract.

- (b) In considering the appointment of training bodies, ERB takes into account a basket of factors including organisational information, corporate governance, financial position, experience in the provision of vocational training and placement service, employers' network, quality of trainers and training facilities as well as the location of training centres. The political background of the training bodies is not a consideration.

The training places of ERB are allocated to training bodies through a competitive bidding system which takes into account both quality and cost. In the organisation of training courses, training bodies are subject to a set of key performance indicators and an array of quality assurance measures including class visits, surprise inspections, annual audits and assessment observations. Funds allocated to training bodies are dependent on their actual utilisation of training places and satisfactory performance.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)167

Question Serial No.

1407

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

One of the functions of the Vocational Training Council (VTC) is to conduct “manpower training forecasts”. In this connection, would the Administration please advise this Committee on the following –

- (a) For the “manpower training forecasts” conducted by VTC, are they only made for VTC’s internal reference in developing courses, or do they project the overall manpower training needs in Hong Kong?
- (b) There is a vast number of public training institutions in Hong Kong. If the “manpower training forecasts” are territory-wide in nature, how would VTC request other institutions to tie in with the forecasts? If the forecasts serve only as VTC’s internal reference in developing courses, how would duplication of resources with other institutions be avoided?
- (c) Will the Administration consider redefining the role of VTC in this aspect by transferring the work of “manpower training forecasts” to the Labour and Welfare Bureau (LWB) so that the LWB can conduct comprehensive and territory-wide manpower training studies on a regular basis and coordinate all training courses offered by public training institutions to avoid repetition of courses and duplication of resources?

Asked by: Hon. WONG Kwok-kin

Reply:

- (a) The biennial industry-specific manpower surveys conducted by the Training Boards of VTC serve as useful references to the respective industries in identifying the anticipated manpower demand and training needs. The survey reports are made available to the public.
- (b) The surveys are used by different stakeholders of the industry including employers, trade associations and public institutions in mapping out their future manpower development directions and planning of suitable training programmes.
- (c) While VTC’s manpower surveys are industry-specific, the Administration conducts Manpower Projections from time to time to assess the future manpower requirement and supply of our economy at the macro level, as well as any potential manpower resource imbalances at different education levels. We consider this arrangement appropriate and have no plans at this stage to change it.

Name in block letters: Miss Annie Tam

Post Title: Permanent Secretary
for Labour and Welfare

Date: 8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)168

Question Serial No.

1414

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Given that the Bureau oversees “the operation of the Continuing Education Fund (CEF) to encourage adults with learning aspirations to pursue continuing education and training”, would the Government advise this Committee:

- (a) of the number of reimbursable courses under CEF in the past three years (2010-11, 2011-12 and 2012-13); please list by category;
- (b) whether any of the reimbursable courses under CEF were offered by public training providers (e.g. Vocational Training Council and Employees Retraining Board) in the past three years (2010-11, 2011-12 and 2012-13); if yes, please list by provider; and
- (c) whether the application criteria for CEF will be extended so that more job-related courses can be recognised as reimbursable courses, since CEF is set up to “encourage adults with learning aspirations to pursue continuing education and training”.

Asked by: Hon. WONG Kwok-kin

Reply:

The information sought is provided as follows –

- (a) CEF is open to applications throughout the year. A breakdown of the number of reimbursable courses by course domains in 2010-11, 2011-12 and 2012-13 is provided as follows –

| Course domains | Year | | |
|--|--------------|--------------|------------------------------------|
| | 2010-11 | 2011-12 | 2012-13 (up to 31 January 2013) |
| Business services | 2 770 | 2 857 | 2 922 |
| Creative industries | 364 | 390 | 423 |
| Design | 642 | 695 | 712 |
| Financial services | 1 827 | 1 861 | 1 930 |
| Interpersonal and intrapersonal skills for the workplace | 14 | 14 | 14 |
| Languages | 587 | 599 | 587 |
| Logistics | 562 | 566 | 568 |
| Tourism | 454 | 471 | 510 |
| Specifications of Competency Standards-Based | 44 | 87 | 120 |
| Total | 7 264 | 7 540 | 7 786 |

- (b) The number of CEF reimbursable courses operated by subvented training bodies in 2010-11, 2011-12 and 2012-13 is provided as follows –

| Subvented training bodies | Year | | |
|--------------------------------|---------|---------|------------------------------------|
| | 2010-11 | 2011-12 | 2012-13 (up to 31 January 2013) |
| Vocational Training Council | 363 | 436 | 536 |
| Hong Kong Productivity Council | 57 | 57 | 57 |

- (c) At present, courses that fall within eight economic sectors/skill domains including business services, creative industries, design, financial services, interpersonal and intrapersonal skills for the workplace, languages, logistics as well as tourism may be registered under CEF. Any courses designed in accordance with the Specifications of Competency Standards under the Qualifications Framework, even if they do not fall within the above eight domains, may also be eligible for registration under CEF.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)169

Question Serial No.

1428

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme:

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

The Bureau states that it, advised by the Manpower Development Committee (MDC) from time to time, maps out strategies for developing human resources to meet the manpower needs of Hong Kong. Would the Administration advise this Committee on the following:

- (a) How long is each term of office of MDC? How many terms of Manpower Development Committee are there already?
- (b) Among the members of MDC, is there a fixed ratio of the representatives from employees, employers, the government and academics? If yes, what is the proportion?
- (c) The number of meetings convened by MDC and the attendance over the past three years (i.e. 2010-11, 2011-12, 2012-13); and
- (d) What recommendations has MDC made over the past three years (i.e. 2010-11, 2011-12, 2012-13)? Which of these recommendations have been implemented as policies? Please list them out by year.

Asked by: Hon. WONG Kwok-kin

Reply:

The information sought is provided as follows –

- (a) MDC was established in October 2002. Members of MDC are usually appointed for a term of two years.
- (b) MDC consists of seven official members and 13 non-official members appointed on an ad personam basis. There is no fixed ratio of representatives from different sectors.
- (c) Over the past three years, three MDC meetings were convened. The average attendance rate is 89%.
- (d) Over the past three years, MDC was consulted on matters concerning the Employees Retraining Board, the Qualifications Framework and the Manpower Projection. Relevant bureaux have taken into account MDC's advice in formulating the relevant policies.

| | |
|------------------------|---|
| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 8.4.2013 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)170

Question Serial No.

2089

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

The revised estimate for Manpower Development in 2012-13 is \$29.3 million, a decrease of 14.6% compared with the original estimate of \$34.3 million. Please provide details of the items with decreased expenditure and the distribution of expenditure.

Asked by: Hon. YICK Chi-ming, Frankie

Reply:

The distribution of the revised estimate of the financial provision for Manpower Development in 2012-13 is as follows-

| Item | Expenditure (\$ million) |
|-----------------------------------|-----------------------------|
| Personal emoluments | 11.1 |
| Departmental expenses | 7.2 |
| Adult Education Subvention Scheme | 11.0 |
| Total | 29.3 |

The revised estimate of \$29.3 million is \$5 million lower than the original estimate of \$34.3 million. The difference is mainly owing to the decreases in the estimated expenditure of the departmental expenses (about \$4 million) and the Adult Education Subvention Scheme (about \$1 million).

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

LWB(L)171

Question Serial No.

0794

Head: 173 Student Financial Assistance Agency
Subhead (No. & title):
700 General non-recurrent
Item 508 Continuing Education Fund

Programme: Student Assistance Scheme

Controlling Officer: Controller, Student Financial Assistance Agency

Director of Bureau: Secretary for Labour and Welfare

Question:

Apart from raising the deduction amount for expenses on self-education, will the Government provide fundings to study or to raise the subsidies of Continuing Education Fund (CEF) from the existing \$10,000 to \$20,000 to encourage lifelong learning and at the same time alleviate the financial burden of students? If so, what are the details? If not, what are the reasons?

Asked by: Hon. CHAN Han-pan

Reply:

Under CEF, each applicant may apply for reimbursement up to 80% of the fees of any CEF registered course upon successful completion of the course, capped at \$10,000. The current subsidy is generally considered to be sufficient, noting that the tuition fees of the majority of CEF reimbursable courses are at or below \$10,000.

Name in block letters: Ms NANCY SO

Post Title: Controller, Student Financial Assistance Agency

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

LWB(L)172

Question Serial No.

1348

Head: 173 Student Financial Assistance Agency Subhead (No. & title):
700 General non-recurrent
Item 508 Continuing Education Fund

Programme: Student Assistance Scheme

Controlling Officer: Controller, Student Financial Assistance Agency

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Office of the Continuing Education Fund (OCEF), please provide the following information by year over the past three years (2010-11 to 2012-13):

- (a) What were the number of staff deployed and the number of surprise inspections conducted? What course providers were inspected and what was the salary expenditure on staff incurred?
- (b) How many cases have been found in breach of the terms and conditions of the Fund?
- (c) What are the details of follow-up actions taken by the Administration, and how many cases have been referred to the law enforcement agencies for formal investigation?

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows –

- (a) Regarding the surprise inspections on course providers conducted by OCEF in the past three years, the number of staff deployed, course providers involved as well as the salary expenditure on staff incurred are as follows –

| | Year | | |
|---|---------|---------|------------------------------------|
| | 2010-11 | 2011-12 | 2012-13 (up to 31 January 2013) |
| Number of staff deployed | 4 | 4 | 4 |
| Number of inspections conducted | 225 | 252 | 218 |
| Salary expenditure on staff incurred (\$ million) | 0.94 | 0.98 | 0.86 |

The inspections covered 86, 90 and 98 course providers in 2010-11, 2011-12 and 2012-13 (up to 31 January 2013) respectively. The course providers inspected by OCEF are listed at Annex.

- (b) The number of cases found in breach of the terms and conditions of the Continuing Education Fund (CEF) in the past three years is as follows –

| | Year | | |
|---|---------|---------|------------------------------------|
| | 2010-11 | 2011-12 | 2012-13 (up to 31 January 2013) |
| Number of cases in breach of CEF terms and conditions | 71 | 56 | 47 |

- (c) The non-compliance of CEF terms and conditions found in the cases in the past three years was not serious in nature (e.g. improper record keeping and miscalculation of marks) and no element of fraud was observed. None of the cases required referral to the law enforcement agencies for formal investigation.

Name in block letters: Ms NANCY SO

Post Title: Controller, Student Financial Assistance Agency

Date: 3.4.2013

List of course providers inspected by the Office of the Continuing Education Fund in 2010-11

| | Name of Institution |
|----|--|
| 1 | ABRS MANAGEMENT AND TECHNOLOGY CENTER |
| 2 | ABRS PROFESSIONAL LEARNING SERVICES |
| 3 | AC&A CONSULTANCY & TRAINING COMPANY LIMITED |
| 4 | ADVANCED CONTEMPORARY EDUCATION CENTRE |
| 5 | AMERICAN CANADIAN APPROACH EDUCATION CENTER |
| 6 | ANTIPODEAN ENGLISH LANGUAGE SCHOOL (KOWLOON) |
| 7 | ASIA SOCIETY OF VISUAL MERCHANDISERS |
| 8 | ASSOCIATION OF MANAGEMENT ACADEMICS LIMITED |
| 9 | BERLITZ LANGUAGES LIMITED |
| 10 | BUSINESS PLUS INTERNATIONAL LIMITED |
| 11 | CAPITAL EDUCATION CENTRE |
| 12 | CHARTSLOGIC.COM |
| 13 | CITYU PROFESSIONAL SERVICES LIMITED |
| 14 | CO1 SCHOOL OF VISUAL ARTS |
| 15 | COMPUTER ACADEMY |
| 16 | COMPUTER POWER EDUCATION CENTER |
| 17 | COSMO INSTITUTE LIMITED |
| 18 | DIRECT EDUCATION CENTRE |
| 19 | DRAMATIC ENGLISH LIMITED |
| 20 | ENGLISHTOWN (HONG KONG) LIMITED |
| 21 | ET BUSINESS COLLEGE |
| 22 | FARIDA HAIR & BEAUTY EDUCATION CENTRE |
| 23 | FEVA WORKS IT EDUCATION CENTRE |
| 24 | FIRST INSTITUTE OF ART AND DESIGN |
| 25 | FQ COACHING LIMITED |

| | Name of Institution |
|----|---|
| 26 | FTU EMPLOYMENT DEVELOPMENT SERVICE LTD. |
| 27 | GREAT LEARNING EDUCATION CENTRE |
| 28 | HI-ME TRANSFORMATION LIMITED |
| 29 | HK EXCELLENT EDUCATION CENTRE |
| 30 | HKBHA ACADEMY |
| 31 | HKTRAVELER.COM LIMITED |
| 32 | HONG KONG ART SCHOOL |
| 33 | HONG KONG CHINGYING INSTITUTE OF VISUAL ARTS |
| 34 | HONG KONG COMMUNICATION ART CENTRE |
| 35 | HONG KONG ECOTOURISM & TRAVELS PROFESSIONAL TRAINING CENTRE |
| 36 | HONG KONG EFFECTIVE CAREERS INSTITUTE |
| 37 | HONG KONG FILM ACADEMY LTD |
| 38 | HONG KONG INSTITUTE OF BUSINESS ADMINISTRATION |
| 39 | HONG KONG INSTITUTE OF PROFESSIONAL STUDIES |
| 40 | HONG KONG NEURO-LINGUISTIC PROGRAMMING CENTRE |
| 41 | HONG KONG PROFESSIONAL PUTONGHUA SCHOOL |
| 42 | HONG KONG SCHOOL OF DESIGN |
| 43 | HONG KONG SOCIAL ENTERPRISE |
| 44 | HONG KONG TRAVEL AND TOURISM TRAINING CENTRE LTD |
| 45 | HORNINGTON SCHOOL |
| 46 | INFORMATICS EDUCATION (HK) LIMITED |
| 47 | INSTITUTE OF ADVANCED LEARNING |
| 48 | INTEGRAL SPIRITUAL PSYCHOLOGY TRAINING INSTITUTE LIMITED |
| 49 | INTELLIGENCE SECURITIES ANALYSIS CENTRE |
| 50 | INTERACTIVE EDUCATION (HK) LIMITED |
| 51 | INTI COLLEGE HONG KONG |

| | Name of Institution |
|----|---|
| 52 | I-TOTALSECURITY CONSULTING LIMITED |
| 53 | KAPLAN FINANCIAL (HK) LIMITED |
| 54 | KAPLAN HIGHER EDUCATION (HK) LIMITED |
| 55 | KAPLAN LANGUAGE CENTRE |
| 56 | LEO HAIR & BEAUTY TRAINING CENTRE |
| 57 | LIFE ENRICH LIMITED |
| 58 | MAGNA EDUCATION CENTER (KOWLOON) |
| 59 | MARIA COLLEGE |
| 60 | MAX EDUCATION CENTRE |
| 61 | METHODIST EDUCATION CENTRE |
| 62 | MIDLAND UNIVERSITY LIMITED |
| 63 | MODA |
| 64 | NLP ACADEMY LTD |
| 65 | PETER F. DRUCKER ACADEMY LIMITED |
| 66 | PRIME ENGLISH LEARNING CENTRE |
| 67 | PROFESSIONAL TRAINING ASSOCIATION |
| 68 | RAFFLES BUSINESS INSTITUTE |
| 69 | RDI MANAGEMENT LEARNING LTD |
| 70 | SINO COLLEGE |
| 71 | SINO INSTITUTE OF CONTINUING EDUCATION LIMITED |
| 72 | SOCIAL RESOURCES DEVELOPMENT INSTITUTE |
| 73 | ST JAMES' SETTLEMENT CONTINUED EDUCATION CENTER |
| 74 | SYSTEMATIC COMPUTER EDUCATION CENTRE |
| 75 | THE HONG KONG ASSOCIATION OF HAIR DESIGN |
| 76 | THE HONG KONG MANAGEMENT ASSOCIATION |
| 77 | THE HONG KONG SAFETY MANAGEMENT ASSOCIATION |

| | Name of Institution |
|----|--|
| 78 | THE LIFE UNDERWRITERS ASSOCIATION OF HONG KONG LIMITED |
| 79 | TOA LANGUAGE AND CULTURE SCHOOL |
| 80 | TODAIMAE LANGUAGE CENTRE |
| 81 | TOKYO UNIVERSE LANGUAGE EDUCATION CENTRE |
| 82 | TQM CONSULTANTS CO. LTD |
| 83 | UNISOFT EDUCATION CENTRE |
| 84 | WALL STREET INSTITUTE, SCHOOL OF ENGLISH |
| 85 | WELKIN COMPUTER TRAINING |
| 86 | WELL STONE COLLEGE OF LANGUAGE AND COMMERCE |

List of course providers inspected by the Office of the Continuing Education Fund in 2011-12

| | Name of Institution |
|----|--|
| 1 | ABRS MANAGEMENT AND TECHNOLOGY CENTER |
| 2 | ABRS PROFESSIONAL LEARNING SERVICES |
| 3 | ADVANCED CONTEMPORARY EDUCATION CENTRE |
| 4 | AMERICAN CANADIAN APPROACH EDUCATION CENTER |
| 5 | ANTIPODEAN ENGLISH LANGUAGE SCHOOL (KOWLOON) |
| 6 | ASTON INSTITUTE |
| 7 | BARON'S SCHOOL OF MUSIC LTD. |
| 8 | BUSINESS PLUS INTERNATIONAL LIMITED |
| 9 | CATCH COMMUNICATION LTD |
| 10 | CHARTSLOGIC.COM |
| 11 | COMPUTER ACADEMY |
| 12 | COMPUTER POWER EDUCATION CENTER |
| 13 | COSMO INSTITUTE LIMITED |
| 14 | DIRECT EDUCATION CENTRE |
| 15 | EDC LANGUAGES LTD |
| 16 | ENGLISHTOWN (HONG KONG) LIMITED |
| 17 | ET BUSINESS COLLEGE |
| 18 | FARIDA HAIR & BEAUTY EDUCATION CENTRE |
| 19 | FATBARS LIMITED |
| 20 | FEVA WORKS IT EDUCATION CENTRE |
| 21 | FIRST INSTITUTE OF ART AND DESIGN |
| 22 | FQ COACHING LIMITED |
| 23 | FTMS TRAINING SYSTEMS (HK) LTD |
| 24 | FTU EMPLOYMENT DEVELOPMENT SERVICE LTD. |
| 25 | GREAT LEARNING EDUCATION CENTRE |
| 26 | HI-ME TRANSFORMATION LIMITED |

| | Name of Institution |
|----|---|
| 27 | HKBHA ACADEMY |
| 28 | HKTRAVELER.COM LIMITED |
| 29 | HONG KONG ART SCHOOL |
| 30 | HONG KONG CHINGYING INSTITUTE OF VISUAL ARTS |
| 31 | HONG KONG COMMUNICATION ART CENTRE |
| 32 | HONG KONG COMPUTER INSTITUTE |
| 33 | HONG KONG DYNAMICS DESIGN |
| 34 | HONG KONG ECOTOURISM & TRAVELS PROFESSIONAL TRAINING CENTRE |
| 35 | HONG KONG EFFECTIVE CAREERS INSTITUTE |
| 36 | HONG KONG EMPLOYMENT DEVELOPMENT SERVICE LIMITED |
| 37 | HONG KONG FILM ACADEMY LTD |
| 38 | HONG KONG INSTITUTE OF BUSINESS ADMINISTRATION |
| 39 | HONG KONG INSTITUTE OF PROFESSIONAL STUDIES |
| 40 | HONG KONG NEURO-LINGUISTIC PROGRAMMING CENTRE |
| 41 | HONG KONG PROFESSIONAL PUTONGHUA SCHOOL |
| 42 | HONG KONG SCHOOL OF COMMERCE |
| 43 | HONG KONG SCHOOL OF DESIGN |
| 44 | HONG KONG TRAVEL AND TOURISM TRAINING CENTRE LTD |
| 45 | HOPKINS EDUCATION CENTER |
| 46 | HORNINGTON SCHOOL |
| 47 | INFORMATICS EDUCATION (HK) LIMITED |
| 48 | INSTITUTE OF ADVANCED LEARNING |
| 49 | INTELLIGENCE SECURITIES ANALYSIS CENTRE |
| 50 | INTERACTIVE EDUCATION (HK) LIMITED |
| 51 | INTER-PRO BEAUTY ARCHITECT SCHOOL LIMITED |
| 52 | KAPLAN FINANCIAL (HK) LIMITED |

| | Name of Institution |
|----|--|
| 53 | KAPLAN HIGHER EDUCATION (HK) LIMITED |
| 54 | KAPLAN LANGUAGE CENTRE |
| 55 | KORNERSTONE LIMITED |
| 56 | LEO HAIR & BEAUTY TRAINING CENTRE |
| 57 | LIFE ENRICH LIMITED |
| 58 | MAGNA EDUCATION CENTER (KOWLOON) |
| 59 | MARIA COLLEGE |
| 60 | MAX EDUCATION CENTRE |
| 61 | METHODIST EDUCATION CENTRE |
| 62 | MIDLAND UNIVERSITY LIMITED |
| 63 | MODA |
| 64 | MODERN EDUCATION (HONG KONG) LIMITED |
| 65 | MONITA ACADEMY |
| 66 | NLP ACADEMY LTD |
| 67 | PETER F. DRUCKER ACADEMY LIMITED |
| 68 | PIVOT POINT COLLEGE...HONG KONG |
| 69 | PRIME ENGLISH LEARNING CENTRE |
| 70 | PROFESSIONAL TRAINING ASSOCIATION |
| 71 | RIGOS US CPA REVIEW |
| 72 | ROYAL INTERNATIONAL COLLEGE |
| 73 | SGS HONG KONG LTD |
| 74 | SHATIN BAPTIST CHURCH |
| 75 | SINO COLLEGE |
| 76 | SINO INSTITUTE OF CONTINUING EDUCATION LIMITED |
| 77 | SIX SIGMA INSTITUTE LTD |
| 78 | SOCIAL RESOURCES DEVELOPMENT INSTITUTE |

| | Name of Institution |
|----|--|
| 79 | SOHO LIFE ENGLISH TRAINING CENTRE |
| 80 | ST JAMES' SETTLEMENT CONTINUED EDUCATION CENTER |
| 81 | THE HONG KONG ASSOCIATION OF HAIR DESIGN |
| 82 | THE HONG KONG MANAGEMENT ASSOCIATION |
| 83 | THE LIFE UNDERWRITERS ASSOCIATION OF HONG KONG LIMITED |
| 84 | TOA LANGUAGE AND CULTURE SCHOOL |
| 85 | TODAIMAE LANGUAGE CENTRE |
| 86 | TOKYO UNIVERSE LANGUAGE EDUCATION CENTRE |
| 87 | TQM CONSULTANTS CO. LTD |
| 88 | UNISOFT EDUCATION CENTRE |
| 89 | WALL STREET INSTITUTE, SCHOOL OF ENGLISH |
| 90 | XIANGGANG PUTONGHUA YANXISHE |

**List of course providers inspected by the Office of the Continuing Education Fund
in 2012-13 (as at 31 January 2013)**

| | Name of Institution |
|----|--|
| 1 | ABRS MANAGEMENT AND TECHNOLOGY CENTER |
| 2 | ABRS PROFESSIONAL LEARNING SERVICES |
| 3 | AC&A CONSULTANCY & TRAINING COMPANY LIMITED |
| 4 | ADVANCED CONTEMPORARY EDUCATION CENTRE |
| 5 | ALLIANCE FRANCAISE DE HONG KONG |
| 6 | AMERICAN CANADIAN APPROACH EDUCATION CENTER |
| 7 | ANTIPODEAN ENGLISH LANGUAGE SCHOOL (KOWLOON) |
| 8 | ASIA PROFESSIONAL TRAINING INSTITUTE LIMITED |
| 9 | ASSOCIATION OF MANAGEMENT ACADEMICS LIMITED |
| 10 | ASTON INSTITUTE |
| 11 | BARON'S SCHOOL OF MUSIC LTD. |
| 12 | BRIGHTEN YOUTH EDUCATION CENTRE |
| 13 | CATCH COMMUNICATION LTD |
| 14 | CHARTSLOGIC.COM |
| 15 | CHINA EDUCATION (HK) LTD |
| 16 | CO1 SCHOOL OF VISUAL ARTS |
| 17 | COMPUTER ACADEMY |
| 18 | COMPUTER POWER EDUCATION CENTER |
| 19 | DIRECT EDUCATION CENTRE |
| 20 | ENGLISHTOWN (HONG KONG) LIMITED |
| 21 | FARIDA HAIR & BEAUTY EDUCATION CENTRE |
| 22 | FATBARS LIMITED |
| 23 | FIRST INSTITUTE OF ART AND DESIGN |
| 24 | FTMS TRAINING SYSTEMS (HK) LTD |
| 25 | FTU EMPLOYMENT DEVELOPMENT SERVICE LTD. |
| 26 | GREAT LEARNING EDUCATION CENTRE |

| | Name of Institution |
|----|---|
| 27 | HKBHA ACADEMY |
| 28 | HKTRAVELER.COM LIMITED |
| 29 | HONG KONG & KOWLOON RESTAURANT & CAFÉ WORKERS GENERAL UNION VOCATIONAL (DAY/NIGHT) SCHOOL |
| 30 | HONG KONG ART SCHOOL |
| 31 | HONG KONG CHINGYING INSTITUTE OF VISUAL ARTS |
| 32 | HONG KONG COMMUNICATION ART CENTRE |
| 33 | HONG KONG COMPUTER INSTITUTE |
| 34 | HONG KONG CONFEDERATION OF TRADE UNIONS - TRAINING CENTRE |
| 35 | HONG KONG DYNAMICS DESIGN |
| 36 | HONG KONG ECOTOURISM & TRAVELS PROFESSIONAL TRAINING CENTRE |
| 37 | HONG KONG FILM ACADEMY LTD |
| 38 | HONG KONG INSTITUTE OF BUSINESS ADMINISTRATION |
| 39 | HONG KONG INSTITUTE OF LANGUAGES |
| 40 | HONG KONG INSTITUTE OF PROFESSIONAL STUDIES |
| 41 | HONG KONG MANAGEMENT ASSOCIATION COLLEGE OF FURTHER EDUCATION |
| 42 | HONG KONG NEURO-LINGUISTIC PROGRAMMING CENTRE |
| 43 | HONG KONG PRODUCTIVITY COUNCIL |
| 44 | HONG KONG PROFESSIONAL PUTONGHUA SCHOOL |
| 45 | HONG KONG SCHOOL OF COMMERCE |
| 46 | HONG KONG SCHOOL OF DESIGN |
| 47 | HONG KONG SOCIAL ENTERPRISE |
| 48 | HONG KONG TRAVEL AND TOURISM TRAINING CENTRE LTD |
| 49 | HOPKINS EDUCATION CENTER |
| 50 | HORNINGTON SCHOOL |
| 51 | INFORMATICS EDUCATION (HK) LIMITED |

| | Name of Institution |
|----|--|
| 52 | INSTITUTE FOR LEADERSHIP AND POTENTIAL DEVELOPMENT (HONG KONG) LIMITED |
| 53 | INTER-PRO BEAUTY ARCHITECT SCHOOL LIMITED |
| 54 | I-TOTALSECURITY CONSULTING LIMITED |
| 55 | JENNY BEAUTY COLLEGE |
| 56 | KAPLAN FINANCIAL (HK) LIMITED |
| 57 | KAPLAN HIGHER EDUCATION (HK) LIMITED |
| 58 | KAPLAN LANGUAGE CENTRE |
| 59 | KORNERSTONE LIMITED |
| 60 | LEO HAIR & BEAUTY TRAINING CENTRE |
| 61 | LIFE ENRICH LIMITED |
| 62 | MAGNA EDUCATION CENTER (KOWLOON) |
| 63 | MARIA COLLEGE |
| 64 | MAX EDUCATION CENTRE |
| 65 | METHODIST EDUCATION CENTRE |
| 66 | MODA |
| 67 | MONITA ACADEMY |
| 68 | NIKKEI JAPANESE LANGUAGE SCHOOL |
| 69 | PASONA EDUCATION CO LIMITED |
| 70 | PETER F. DRUCKER ACADEMY LIMITED |
| 71 | PHILLIP INSTITUTE OF FINANCIAL LEARNING |
| 72 | PIVOT POINT COLLEGE...HONG KONG |
| 73 | PRIME ENGLISH LEARNING CENTRE |
| 74 | PROFESSIONAL TRAINING ASSOCIATION |
| 75 | RDI MANAGEMENT LEARNING LTD |
| 76 | ROYAL BRISBANE INTERNATIONAL COLLEGE (HONG KONG) |
| 77 | ROYAL INTERNATIONAL COLLEGE |

| | Name of Institution |
|----|---|
| 78 | SARA BEATTIE COLLEGE |
| 79 | SGS HONG KONG LTD |
| 80 | SINO COLLEGE |
| 81 | SINO INSTITUTE OF CONTINUING EDUCATION LIMITED |
| 82 | SIX SIGMA INSTITUTE LTD |
| 83 | SOHO LIFE ENGLISH TRAINING CENTRE |
| 84 | ST JAMES' SETTLEMENT CONTINUED EDUCATION CENTER |
| 85 | THE HONG KONG ASSOCIATION OF HAIR DESIGN |
| 86 | THE HONG KONG FEDERATION OF TRADE UNIONS OCCUPATIONAL RETRAINING CENTER LIMITED |
| 87 | THE HONG KONG FEDERATION OF YOUTH GROUPS CONTINUOUS LEARNING CENTRE |
| 88 | THE HONG KONG MANAGEMENT ASSOCIATION |
| 89 | THE LIFE UNDERWRITERS ASSOCIATION OF HONG KONG LIMITED |
| 90 | TOA LANGUAGE AND CULTURE SCHOOL |
| 91 | TODAIMAE LANGUAGE CENTRE |
| 92 | TOKYO UNIVERSE LANGUAGE EDUCATION CENTRE |
| 93 | TQM CONSULTANTS CO. LTD |
| 94 | UNISOFT EDUCATION CENTRE |
| 95 | WELKIN COMPUTER TRAINING |
| 96 | XIANGGANG PUTONGHUA YANXISHE |
| 97 | YMCA COLLEGE OF CAREERS |
| 98 | YMCA COLLEGE OF CONTINUING EDUCATION |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

According to the relevant statistics, the unemployment rate of Hong Kong is 3.3%. However, the unemployment rate of young people aged 15 to 19 was 12.7% and that of young people aged 20 to 24 was 7% at the end of last year. In order to provide more career choices for our younger generation to realise their potential, would the Administration provide direct subsidies for the employment of young people, including stepping up sectoral publicity, enhancing training, as well as providing cash incentive to encourage young people to join the workforce etc.? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. LEUNG Mei-fun, Priscilla

Reply:

The Labour Department (LD) administers the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme (YPTP&YWETS) to enhance the employability and employment opportunities of young people aged 15 to 24 with educational attainment at sub-degree or below level. Under YPTP&YWETS, customised career guidance and employment support services offered by professional social workers, pre-employment training, workplace attachment, on-the-job training and reimbursement of course and examination fees are provided to young people. To encourage employers' participation, training allowances are provided to employers who offer on-the-job training opportunities to the trainees.

In 2013-14, LD will enhance YPTP&YWETS by increasing the allowance payable to the employers so as to encourage them to offer young people more quality on-the-job training posts with higher remuneration. Starting from June 2013, if an employer employs a young person according to the requirements under YPTP&YWETS and pays him a monthly salary of \$6,000 or above, the allowance payable to the employer will be increased from \$2,000 to \$3,000 a month. The payment period of the training allowance is six to 12 months. Moreover, to encourage participation in workplace attachment training under YPTP&YWETS, the allowance payable to a trainee who has completed the one-month attachment will be increased from \$2,000 to \$3,000.

In addition, as a core service of YPTP&YWETS, we have been collaborating with employers and training bodies in organising tailor-made training-cum-employment projects in which trainees will be placed in on-the-job training with participating employers after attending specially designed pre-employment training. These projects offer vacancies in a wide spectrum of industries and occupations which meet the diversified needs and interests of young people. LD will strengthen its promotional activities on all fronts with a view to canvassing more vacancies for organising more tailor-made and value-adding training-cum-employment projects for young people.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

There was a real increase in pay, even though economic growth was slow and the impact of Statutory Minimum Wage (SMW) has faded. Would the Administration provide the exact figure of the inflation rate last year? What is the effectiveness of SMW in improving the livelihood of low-income employees?

Asked by: Hon. LEUNG Mei-fun, Priscilla

Reply:

The inflation rate was 4.1% on average for the year of 2012 as a whole. Netting of the effects of the Government's one-off relief measures, the underlying inflation rate for the year averaged at 4.7%.

There has been substantial improvement in the employment earnings of low-income employees since the implementation of SMW in May 2011. Full-time employees in the lowest decile group of employment earnings benefited from notable pay hikes with a year-on-year increase of 14.4% (or 6.0% after discounting inflation) for the period of June to August 2011, which was much higher than the overall average pay rise of 8.2% (or 1.7% after discounting inflation). Based on the latest figures for the period of November 2012 to January 2013, the average monthly employment earnings of the lowest decile group of full-time employees registered a year-on-year increase of 7.5% (or 3.3% after discounting inflation), outpacing the overall average pay rise of 1.0% (or a decrease of 2.5% after discounting inflation).

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 3.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 141 Government Secretariat:
Labour and Welfare Bureau

Subhead (No. & title):

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What were the expenditures of public funds incurred by the Employees Retraining Board (ERB) in each of the past three financial years? What were the numbers of trainees who stayed in employment for over six months, one year and two years upon completion of the training courses?
- (b) What were the average training costs for those trainees who stayed in employment for over six months, one year and two years upon completion of the training courses in the past three years?
- (c) According to ERB's estimation, how many trainees in 2013-14 can stay in employment for over six months, one year and two years upon completion of the training courses? What is the percentage change in average training costs?

Asked by: Hon. TSE Wai-chun, Paul

Reply:

The information sought is provided as follows-

- (a) In the past three financial years, ERB was not funded by the General Revenue Account. Its resources were not provided for under this Programme.

The expenditure of ERB was \$758 million in 2010-11, \$793 million in 2011-12 and \$828 million in 2012-13 (estimated as at mid-March 2013).

ERB does not collect data concerning the numbers of trainees who stayed in employment for over six months, one year and two years upon completion of the training courses.

- (b) and (c)

As set out in part (a), since ERB does not collect data concerning the numbers of trainees who stayed in employment for over six months, one year and two years upon completion of the training courses, it does not keep or estimate the concerned training costs for these trainees.

Name in block letters: Miss Annie Tam
Post Title: Permanent Secretary for Labour
and Welfare
Date: 8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 141 Government Secretariat:
Labour and Welfare Bureau

Subhead (No. & title):

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

How many of the 130 000 training places to be provided by the Employees Retraining Board (ERB) in 2013-14 are on-the-job training places? What is its percentage share in the total number of training places?

Asked by: Hon. TSE Wai-chun, Paul

Reply:

In 2013-14, ERB plans to offer 130 000 training places. Except for the full-time placement-tied courses which are targeted for the unemployed, eligible employees may apply for other ERB courses covering the Skills Upgrading Scheme Plus (SUS Plus) and Generic skills training courses. In 2013-14, a total of 59 000 training places (i.e. 45% of the total training places) are planned for the SUS Plus and Generic skills training courses.

Name in block letters: Miss Annie Tam

Post Title: Permanent Secretary for Labour
and Welfare

Date: 8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)177

Question Serial No.

2979

Head: 141 Government Secretariat:
Labour and Welfare Bureau

Subhead (No. & title):

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) How many on-the-job training places were provided jointly by the Employees Retraining Board (ERB) and related enterprises in each of the past three financial years?
- (b) What are the differences in costs and effectiveness between these on-the-job training courses and other general training courses whose trainees need to find their own jobs upon completion of the course?
- (c) Will ERB adjust its allocation of training resources in the new financial year in view of the differences in training effectiveness and costs between the two training models? If yes, what are the results? If no, what are the reasons?

Asked by: Hon. TSE Wai-chun, Paul

Reply:

The information sought is provided as follows –

- (a) Except for the full-time placement-tied courses which are open for application by the unemployed, eligible employees may apply for other ERB courses including the Skills Upgrading Scheme Plus (SUS Plus) courses. To encourage employers to provide training for their elementary employees, ERB has since 2011-12 started the arrangement to provide dedicated classes of SUS Plus courses for groups of at least 15 employees from the same company or employer association upon the request of the employers. Under this arrangement, the course fees are borne by the employers. About 300 and 400 training places were offered under this arrangement in 2011-12 and 2012-13 (as at mid-March 2013) respectively.
- (b) and (c) The content and training hours of the SUS Plus courses and the dedicated SUS Plus courses are the same. The latter type of courses is more employers-led demand courses.

Name in block letters: Miss Annie Tam

Post Title: Permanent Secretary for
Labour and Welfare

Date: 8.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) – Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The working holiday scheme under the Labour Department (LD) aims to enable young people to acquire a better understanding of the cultural and social developments of the host countries while holidaying and working abroad, which would help strengthen their self-confidence, resilience and inter-personal skills. In this regard, please provide the following information:

- (a) Please provide the respective numbers of participants visiting different countries in the table below.

| Year | Germany | Ireland | Australia | New Zealand | Japan | Canada | Korea |
|------|---------|---------|-----------|-------------|-------|--------|-------|
| 2010 | | | | | | | |
| 2011 | | | | | | | |
| 2012 | | | | | | | |

- (b) At present, is LD under discussion with more countries or cities to implement the scheme? If yes, what are the details?
- (c) Are any resources set aside for reviewing the effectiveness of the scheme?

Asked by: Hon. CHAN Hak-kan

Reply:

The information sought is provided as follows:

- (a) According to the host countries, the number of visas approved under the working holiday scheme with Hong Kong is as below:

| Year | Germany | Ireland | Australia | New Zealand | Japan | Canada | Korea |
|------|-----------------------------------|---------|-----------|-------------------------------------|-------|--------|------------------------------|
| 2010 | 132 (July 2010 – June 2011) | 100 | 3 806 | 394 (April 2010 – March 2011) | 265 | 164 | Scheme not yet started |
| 2011 | 148 (July 2011 – June 2012) | 100 | 5 609 | 400 (April 2011 – March 2012) | 266 | 190 | 34 |
| 2012 | 138 (July – December 2012) | 100 | 9 354 | 403 (April – December 2012) | 270 | 198 | 98 |

- (b) LD has been in discussion with the United Kingdom, France and Chile on the possibility of establishing a working holiday scheme.
- (c) LD will review the effectiveness of the programme and negotiate for new schemes within its existing manpower resources if and when deemed necessary.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)179

Question Serial No.

3736

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of the Work Incentive Transport Subsidy (WITS) Scheme, please advise on the number of applicants aged between 15 and 24 at the time of application since its introduction in 2011 up to now. What is their percentage share in the total number of applicants?

Asked by: Hon. CHAN Hak-kan

Reply:

As at end-February 2013, the Labour Department received a total of 80 544 applications for WITS Scheme involving a gross applicant count of 88 503, of whom 4 839 (i.e. 5.5%) were aged between 15 and 24 at the time of application.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

There was a drop in the number of young people receiving services provided by the Youth Employment Resource Centres (Centres) last year (i.e. 2012) as compared with 2011, and it is estimated that the number will continue to decrease this year (i.e. 2013). What are the reasons? Has the department examined the reasons why young people are unwilling to visit the Centres for employment services? Has the department any plans to provide the utilisation of the Centres or offer other services to help young people enter the labour market?

Asked by: Hon. CHAN Hak-kan

Reply:

The Labour Department (LD) pledges to provide employment and self-employment advisory and support services to 72 000 young people at the two Centres each year as a performance indicator. In 2011 and 2012, LD exceeded the target by attracting 74 136 and 73 758 young people to the Centres respectively. In 2013, while the same performance indicator will be adopted, LD will endeavour to attract more young people to make use of our services. LD has evaluated the service effectiveness through opinion surveys and focus group discussion and our youth members have found the training programmes and counselling services useful in mapping out their career path and pursuing self-employment. LD will closely monitor the employment needs of the young people to provide appropriate employment support and to promote use of the Centres' services.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

How many cases of free employment service has the Labour Department (LD) handled in the past? How many of them have secured employment? How many cases were terminated? What types of services has LD provided to the new arrivals and ethnic minorities? What was the ratio of successful placements?

Asked by: Hon. CHAN Ka-lok, Kenneth

Reply:

LD provides free and comprehensive employment services to job seekers such as disseminating updated vacancy information, offering job search facilities and personalised employment advisory services, making job referrals, staging large-scale and district-based job fairs to facilitate job seekers making job applications directly to recruiting employers. In 2012, the number of job seekers registered with LD for employment services was 99 812. Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies via LD. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Those who have secured employment through direct application are not required to report their placement positions to LD. We therefore only have information on the placements secured through the referral services of LD. In 2012, 17 076 placements were secured through this means. We do not have any statistics on the number of job seekers terminating the use of our many employment services.

In addition to a wide range of employment services available for all job seekers, we have specifically set up resource corners and special counters to provide priority referral services to new arrival and ethnic minority job seekers at all job centres. Tailor-made employment briefings are organised to help them better understand the local labour market situation and improve job search skills. New arrival or ethnic minority job seekers may also meet the employment officers in job centres to obtain job search advice and information on training/retraining courses, and/or to receive career aptitude assessment as appropriate. Those who have difficulties in finding jobs are encouraged to participate in various employment programmes to enhance employability. In 2012, the numbers of new arrival and ethnic minority job seekers registered with LD for employment services were 8 354 and 981 respectively. Apart from those securing employment through direct application to employers, 1 082 and 61 placements respectively for new arrival and ethnic minority job seekers were secured through the referral services of LD in 2012.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the numbers of job seekers stated in the performance indicators, what are the numbers of successful placements secured in respect of able-bodied job seekers and those with disabilities on their first registration? How many of them re-registered within three months, six months and 12 months, and have they been included in the numbers of persons registered?

Asked by: Hon. CHAN Ka-lok, Kenneth

Reply:

Able-bodied job seekers who have registered with the Labour Department (LD) for employment services may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies via the department. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Those who have secured employment through direct application are not required to report their placement positions to LD. We therefore only have information on the placements secured through the referral services of LD. In 2012, 99 812 able-bodied job seekers registered with LD for employment services. Apart from those securing employment through direct application to employers, 17 076 placements were secured through the referral channel.

Among the 99 812 able-bodied job seekers registered with LD for employment services, 14 268 of them made 19 731 re-registrations after securing an employment or the lapse of the 3-month registration period in 2012. Of these 19 731 re-registrations recorded, 6 173, 11 356 and 2 202 re-registrations were made at the intervals of less than three months, three to less than six months and six to 12 months respectively. These re-registrations did not count towards the number of 99 812 able-bodied job seekers registered with LD for employment services in 2012.

The Selective Placement Division (SPD) of LD assists persons with disabilities who are fit for open employment to look for jobs. As registration with SPD is valid for 12 months, these job seekers need not re-register within the aforesaid 12-month period. In 2012, the number of job seekers with disabilities registered with SPD were 2 686, of whom 729 were first-time registrants. Subsequent to SPD's provision of employment counselling and support services, 345 first-time registrants secured employment. For the remaining first-time registrants, 101 persons were certified as not fit for open employment after medical assessment, 113 persons no longer looked for jobs because of personal reasons and 170 were still seeking employment.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) When will the Labour Department (LD) launch a new television Announcement in the Public Interest (API) on the promotion of good people management practices? What is its content and estimated expenditure?
- (b) It is stated that LD will organise a large-scale seminar for employers and employees. Please provide the number of participants of similar activities organised by LD in the past.
- (c) Will LD consider organising promotional activities on labour relations in the 18 districts to educate the public at the district level? If yes, when will it start? If no, what are the reasons?

Asked by: Hon. CHAN Ka-lok, Kenneth

Reply:

The information sought is provided as follows:

- (a) LD plans to introduce a new set of television and radio APIs in the second quarter of 2013 to promote good people management measures relating to work arrangements in times of typhoons and rainstorm. The estimated expenditure is about \$400,000.
- (b) We last organised a large-scale seminar for employers and employees in September 2009 to promote family-friendly employment practices and other good employment practices. It was attended by over 320 representatives of employer and employee organisations, business executives and human resources practitioners.
- (c) In 2013-14, we will promote the Employment Ordinance and good people management measures with a view to fostering harmonious labour relations through year-round publicity activities, including roving exhibitions in different districts, distribution of publications and display of posters at various outlets, television and radio APIs, as well as advertisements on public transport.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Regarding the “consultation meetings held” as mentioned in the document, how many cases were settled after one consultation meeting? How many cases required follow-ups?
- (b) How long did these consultation meetings take? What was the number of staff involved in handling these cases?
- (c) How many consultation meetings involved matters about employment? How many involved criminal and sex offences and were referred to the Police?

Asked by: Hon. CHAN Ka-lok, Kenneth

Reply:

The information sought is provided as follows:

- (a) The Labour Relations Division (LRD) of the Labour Department operates from 10 branch offices to provide consultation service to employers and employees on matters relating to their employment contracts and their rights and obligations under the Employment Ordinance and the Minimum Wage Ordinance. A conciliation meeting will be arranged for the parties concerned if this is required for resolving the employment dispute. In 2012, LRD held 68 594 consultation meetings and rendered conciliation service to 18 382 cases, of which 13 450 were resolved through conciliation. We do not have the number of cases that were settled after one consultation or conciliation meeting.
- (b) A consultation meeting lasts usually for some 15 to 20 minutes, but the time varies from case to case depending on the nature and complexity of the matters in question. A total of 51 staff are involved in providing consultation service, among their other duties.
- (c) Our consultation meetings concern almost exclusively labour relations matters. We do not have record on consultation meetings that involved employment or criminal and sex offences that require referral to the Police.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What is the respective number of cases of registration of new trade unions and change of union names and rules in 2011 and 2012?
- (b) How are the applications for registration of new trade unions and changes of union names and rules processed?
- (c) How many applications for registration of new trade unions and changes of union names and rules were rejected by the Labour Department in 2011 and 2012? What were the reasons?

Asked by: Hon. CHAN Ka-lok, Kenneth

Reply:

The information sought is provided as follows:

- (a) The number of cases of registration of new trade unions, change of union names and change of union rules in 2011 and 2012 is as follows:

| | 2011 | 2012 |
|---------------------------------------|------|------|
| Registration of new trade unions | 16* | 15 |
| Registration of change of union names | 10 | 8 |
| Registration of change of union rules | 107 | 127 |

* Including one new trade union federation registered in the year.

- (b) The Registry of Trade Unions (RTU) administers the Trade Unions Ordinance (TUO) and the Trade Union Registration Regulation which provide for the registration and regulation of trade unions. When processing applications for registration of new trade unions or change of union names or rules, RTU would examine whether the applications fulfil the necessary requirements of TUO and the rules of the unions concerned and advise the applicants as appropriate.
- (c) In 2011 and 2012, all the applications to RTU for registration of new trade unions, change of union names and change of union rules were approved.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

LWB(L)186

Question Serial No.

5337

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) It is stated in the document that certain talks and lectures of similar topics will be combined to enhance the cost-effectiveness of the activities. What were the talks and lectures of similar topics organised in 2010-12? How were they defined? Please provide in table form the talks and lectures organised in 2010-12.
- (b) What are the talks and lectures to be organised in 2013-14? Will any work progress report be available?
- (c) What will be done to boost the number of participants of these talks and lectures?

Asked by: Hon. CHAN Ka-lok, Kenneth

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) organises talks and lectures of different topics for employers and employees of different industries to raise their awareness of occupational safety and health. A breakdown by topics of the talks and lectures organised in the past three years is provided below.

| Topic | 2010 | 2011 | 2012 |
|--|-------|-------|-------|
| General Occupational Health and Hygiene | 546 | 511 | 498 |
| Occupational Diseases and Work-related Diseases | 514 | 506 | 457 |
| Occupational Health for Specific Industries | 269 | 244 | 236 |
| Construction Safety | 90 | 73 | 93 |
| Catering Safety | 39 | 37 | 25 |
| Manual Handling and other Occupational Safety topics | 725 | 748 | 688 |
| Legislation-related topics | 31 | 27 | 23 |
| Total | 2 214 | 2 146 | 2 020 |

- (b) LD will continue to organise talks and lectures in the topics in (a) above in 2013. Certain talks and lectures (e.g. those on lower limb disorders, manual handling operation, prevention of back injuries and occupational skin diseases) will be combined to enhance their cost-effectiveness having regard to the past attendance pattern.

- (c) Course booklets and talk schedules will be uploaded onto LD's homepage, distributed at branch offices and clinics, and sent to different organisations and companies, including trade associations and workers' unions. In addition, advertisements will be placed in the newsletters of workers' unions and related organisations, and the Green Cross published by the Occupational Safety and Health Council.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the numbers of job seekers with disabilities registered with the Selective Placement Division for employment service and the numbers of successful placements each year in the past three years (i.e. 2010-11 to 2012-13)? Please provide a breakdown of the figures by type of disabilities.

Asked by: Hon. CHAN Ka-lok, Kenneth

Reply:

In 2010, 2011 and 2012, the Labour Department (LD) recorded 3 051, 2 672, 2 686 registrations and 2 405, 2 403, 2 512 placements for persons with disabilities respectively. Breakdowns of registrations and placements by disability groups are provided as follows:

Registrations

| Disabilities | Number of registrations | | |
|--|-------------------------|-------|-------|
| | 2010 | 2011 | 2012 |
| (1) Physical impairment | 368 | 332 | 325 |
| (2) Visual impairment | 114 | 102 | 121 |
| (3) Hearing impairment | 754 | 578 | 577 |
| (4) Ex-mental illness | 742 | 645 | 679 |
| (5) Autism # | NA | 32 | 65 |
| (6) Special learning difficulties | 5 | 6 | 13 |
| (7) Attention deficit/Hyperactivity disorder | 6 | 10 | 7 |
| (8) Intellectual disability | 612 | 590 | 514 |
| (9) Chronic illness | 450 | 377 | 385 |
| Total | 3 051 | 2 672 | 2 686 |

Placements

| Disabilities | Number of placements | | |
|--|----------------------|-------|-------|
| | 2010 | 2011 | 2012 |
| (1) Physical impairment | 239 | 200 | 225 |
| (2) Visual impairment | 57 | 67 | 68 |
| (3) Hearing impairment | 668 | 539 | 549 |
| (4) Ex-mental illness | 543 | 576 | 596 |
| (5) Autism # | NA | 22 | 67 |
| (6) Special learning difficulties | 7 | 10 | 13 |
| (7) Attention deficit/Hyperactivity disorder | 5 | 15 | 20 |
| (8) Intellectual disability | 580 | 666 | 675 |
| (9) Chronic illness | 306 | 308 | 299 |
| Total | 2 405 | 2 403 | 2 512 |

LD started keeping the statistics on registrations and placements for persons with autism from 2011.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2013-2014, will the department allocate resources to enhance the knowledge of staff from the Selective Placement Division (SPD) about persons with different types of disabilities? If yes, what are the work plans and estimated expenditure? If no, what are the reasons?

Asked by: Hon. CHAN Ka-lok, Kenneth

Reply:

The Labour Department (LD) has all along attached great importance to the provision of training to placement officers (POs) of SPD with a view to enhancing our employment support services for job seekers with disabilities. In 2013-14, for increasing POs' knowledge and understanding of the special needs of job seekers of different disability categories, LD will continue to invite professionals with expertise in the relevant fields to conduct workshops and briefings for them. LD will also arrange visits of POs to non-governmental organisations and welfare agencies providing rehabilitation services for persons with disabilities. Experience-sharing sessions will be held regularly for POs, so that they can exchange experience on handling special or complicated cases.

The expenditure for training of POs of SPD is met from the overall training vote of the Department and is not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

As many employers still have doubts about the employment of persons with disabilities, will the Labour Department (LD) allocate resources for implementing measures to enhance employers' understanding and acceptance of the working capabilities of persons with disabilities in 2013-14? If yes, what are the work plan and the estimated expenditure? If no, what are the reasons?

Asked by: Hon. CHAN Ka-lok, Kenneth

Reply:

LD is committed to promoting employers' acceptance of job seekers with disabilities and enhancing their understanding of the working capabilities of different disability groups, so as to encourage employers to provide more jobs to persons with disabilities.

In 2013-14, LD will continue to stage a wide range of public education and publicity activities targeting employers, including: seminars, briefings, exhibitions and visits. Promotional messages will be conveyed through newsletters, leaflets, external wall banners, newspapers, radio channels, public utilities companies, and public transport vehicles, etc. Moreover, LD will step up efforts to reach out to employers through various electronic platforms and online advertisements. We will also publicise successful employment cases to demonstrate how employers can assist and provide support to employees with disabilities and maintain harmonious relationship with them at the workplace.

The promotional activities is part of LD's employment programme. The expenditure involved is absorbed by the Department and is not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title): 000 Operational expenses

Programme:

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In his Policy Address announced in January 2013, the Chief Executive said that a total of 14 bureaux, committees and groups would be set up or proposed. The Financial Secretary mentioned in the Budget Speech that financial resources would be provided accordingly. What are the work plan and the estimated expenditure of the Special Committee on Standard Working Hours (Special Committee) in 2013-14?

Asked by: Hon. CHAN Ka-lok, Kenneth

Reply:

The Standard Working Hours (SWH) Committee will follow up on the Government's Report of the Policy Study on SWH completed by the Labour Department last year. The SWH Committee will serve as a platform for society to carry out informed and in-depth discussion on working hours with a view to building consensus and finding the way forward. Since the SWH Committee has just been set up, we cannot prejudge its deliberation on its workplan. The estimated expenditure for 2013-14 is \$8.36 million.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)191

Question Serial No.

5116

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out, by applicants' length of residence in Hong Kong, industry, occupation, working hours, hourly rate, monthly salary, mode of employment and number of jobs engaged within the same application period, the background information of the cases under the Transport Support Scheme (TSS) and the Work Incentive Transport Subsidy (WITS) Scheme for each year since their implementation.

Asked by: Hon. CHEUNG Chiu-hung, Fernando

Reply:

The Labour Department launched TSS in June 2007 to provide time-limited transport subsidy to needy job seekers and low-income employees living in the four remote districts of Tuen Mun, Yuen Long, North and Islands. We have no information on the applicants' length of residence in Hong Kong and their mode of employment and have not kept statistics on their industry, occupation, working hours, hourly rate and number of jobs engaged within the same application period. A breakdown of the applicants by monthly salary is provided at Annex 1.

TSS ceased receiving applications and was replaced by the territory-wide WITS Scheme in October 2011. For WITS Scheme, breakdowns of the applicants received (gross applicant count) by industry, occupation, working hours, monthly salary, mode of employment and number of jobs engaged within the same application period are set out at Annex 2. We have no information on the applicants' length of residence in Hong Kong and have not kept statistics on their hourly rate.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

Transport Support Scheme

Number of applicants with breakdown by monthly salary

| Monthly salary | No. of applicants | | | | |
|-------------------|---------------------|--------|--------|-------|-------|
| | 2007 (from June) | 2008 | 2009 | 2010 | 2011 |
| \$2,000 or below | 1 630 | 1 765 | 1 098 | 353 | 118 |
| \$2,001 - \$4,000 | 1 069 | 3 236 | 1 990 | 1 030 | 465 |
| \$4,001 - \$6,500 | 2 982 | 16 287 | 7 843 | 3 806 | 1 252 |
| More than \$6,500 | 2 | 9 | 11 | 1 | 1 |
| Total | 5 683 | 21 297 | 10 942 | 5 190 | 1 836 |

Work Incentive Transport Subsidy Scheme

Number of applicants received (gross applicant count) with breakdowns
by industry, occupation, working hours, monthly salary, mode of employment and
number of jobs engaged within the same application period

Breakdown by industry

| Industry | No. of applicants received (gross applicant count) | |
|--|--|--------|
| | 2011 (from October) | 2012 |
| Manufacturing | 1 563 | 3 416 |
| Construction | 1 279 | 2 913 |
| Import/export trade, wholesale and retail | 3 163 | 8 025 |
| Accommodation and food services | 4 338 | 10 517 |
| Transportation, storage, postal and courier services, information and communications | 2 208 | 5 582 |
| Financing, insurance, real estate, professional and business services | 6 951 | 17 988 |
| Public administration, social and personal services | 3 806 | 8 738 |
| Others | 376 | 716 |
| Information not provided by applicant | 120 | 449 |
| Total | 23 804 | 58 344 |

Breakdown by occupation

| Occupation | No. of applicants received (gross applicant count) | |
|--|--|--------|
| | 2011 (from October) | 2012 |
| Professionals | 295 | 717 |
| Associate professionals | 768 | 2 187 |
| Clerks | 2 682 | 7 192 |
| Service workers and shop sales workers | 6 012 | 14 639 |
| Elementary occupations | 11 482 | 28 158 |
| Craft and related workers | 1 263 | 2 465 |
| Plant and machine operators and assemblers | 512 | 1 038 |
| Others | 671 | 1 512 |
| Information not provided by applicant | 119 | 436 |
| Total | 23 804 | 58 344 |

Breakdown by working hours

| Average monthly working hours | No. of applicants received (gross applicant count) | |
|--|--|--------|
| | 2011 (from October) | 2012 |
| Less than 36 hours | 486 | 1 532 |
| Less than 72 hours but at least 36 hours | 1 005 | 2 581 |
| 72 hours or more | 22 072 | 53 277 |
| Information not provided by applicant | 241 | 954 |
| Total | 23 804 | 58 344 |

Breakdown by monthly salary

| Average monthly salary | No. of applicants received (gross applicant count) | |
|---|--|--------|
| | 2011 (from October) | 2012 |
| \$6,500 or below | 9 269 | 20 855 |
| More than \$6,500 but less than or equal to \$7,300 | 2 376 | 6 800 |
| More than \$7,300 | 12 092 | 30 357 |
| Information not provided by applicant | 67 | 332 |
| Total | 23 804 | 58 344 |

Breakdown by mode of employment

| Mode of employment | No. of applicants received (gross applicant count) | |
|---------------------------------------|--|--------|
| | 2011 (from October) | 2012 |
| Employed | 22 406 | 55 307 |
| Self-employed | 1 236 | 2 488 |
| Information not provided by applicant | 162 | 549 |
| Total | 23 804 | 58 344 |

Breakdown by number of jobs engaged within the same application period

| No. of jobs engaged within the same application period | No. of applicants received (gross applicant count) | |
|--|--|--------|
| | 2011 (from October) | 2012 |
| 1 | 21 302 | 50 423 |
| 2 | 1 960 | 5 679 |
| 3 | 275 | 1 117 |
| 4 or above | 148 | 670 |
| Information not provided by applicant | 119 | 455 |
| Total | 23 804 | 58 344 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out the number of applications, cessations of application, new applications as well as re-applications under the Transport Support Scheme (TSS) and the Work Incentive Transport Subsidy (WITS) Scheme for each year since their implementation.

Asked by: Hon. CHEUNG Chiu-hung, Fernando

Reply:

The Labour Department launched TSS in June 2007 to provide time-limited transport subsidy to needy job seekers and low-income employees living in the four remote districts of Tuen Mun, Yuen Long, North and Islands. The number of applications, new applications, re-applications and applications withdrawn under TSS is as follows:

| TSS | No. of applications received | | | No. of applications withdrawn |
|---------------------|------------------------------|------------------------|--------|-------------------------------|
| | No. of new applications | No. of re-applications | Total | |
| 2007 (from June) | 5 683 | 33 | 5 716 | 140 |
| 2008 | 21 297 | 68 | 21 365 | 263 |
| 2009 | 10 942 | 142 | 11 084 | 159 |
| 2010 | 5 190 | 108 | 5 298 | 89 |
| 2011 | 1 836 | 40 | 1 876 | 39 |
| Total | 44 948 | 391 | 45 339 | 690 |

TSS ceased receiving applications and was replaced by the territory-wide WITS Scheme in October 2011. The details of the applications received under WITS Scheme are set out as follows:

| WITS Scheme | No. of applications received | | | No. of applications withdrawn |
|------------------------|------------------------------|------------------------|--------|-------------------------------|
| | No. of new applications | No. of re-applications | Total | |
| 2011 (from October) | 21 768 | 0 | 21 768 | 495 |
| 2012 | 26 809 | 26 199 | 53 008 | 9 277 |
| Total | 48 577 | 26 199 | 74 776 | 9 772 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out the annual expenditure of the Transport Support Scheme (TSS) and the Work Incentive Transport Subsidy (WITS) Scheme for each year since their implementation.

Asked by: Hon. CHEUNG Chiu-hung, Fernando

Reply:

The Labour Department (LD) launched TSS in June 2007 to provide time-limited transport subsidy to needy job seekers and low-income employees living in the four remote districts of Tuen Mun, Yuen Long, North and Islands. TSS ceased receiving applications and was replaced by the territory-wide WITS Scheme in October 2011. The annual expenditure of the Schemes (except for the staff cost of the TSS Office which was absorbed by LD) since their implementation is provided below:

| Scheme | Amount (\$million) | | | | | |
|-------------|--------------------|---------|---------|---------|---------|-------------------------------|
| | 2007-08 | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 (revised estimate) |
| TSS | 11.9 | 84.2 | 97.4 | 35.0 | 15.3 | 2.3 |
| WITS Scheme | - | - | - | - | 133.0 | 281.6 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out, by household size, the average monthly household income, average monthly salary and average monthly working hours of the applicants under the Transport Support Scheme (TSS) and the Work Incentive Transport Subsidy (WITS) Scheme for each year (since their implementation).

Asked by: Hon. CHEUNG Chiu-hung, Fernando

Reply:

The Labour Department launched TSS in June 2007 to provide time-limited transport subsidy to needy job seekers and low-income employees living in the four remote districts of Tuen Mun, Yuen Long, North and Islands. Applicants were assessed on an individual basis under TSS. We have no information on the applicants' household size and average monthly household income and have not kept statistics on their monthly working hours. The average monthly salary of the applicants from 2007 to 2011 is provided below:

| Year | Average monthly salary (\$) * |
|------------------|-------------------------------|
| 2007 (from June) | 4,457.8 |
| 2008 | 5,029.5 |
| 2009 | 4,959.7 |
| 2010 | 4,923.2 |
| 2011 | 4,745.8 |

* As reported by the employed applicants at the time of admission to TSS.

TSS ceased receiving applications and was replaced by the territory-wide WITS Scheme in October 2011. For WITS Scheme, breakdowns of the average monthly household income, average monthly salary and average monthly working hours of the applicants received (gross applicant count) by household size in 2011 and 2012 are provided below:

| Household size | Average monthly household income (\$) | | Average monthly salary (\$) | | Average monthly working hours | |
|----------------|---------------------------------------|----------|-----------------------------|---------|-------------------------------|-------|
| | 2011 (from October) | 2012 | 2011 (from October) | 2012 | 2011 (from October) | 2012 |
| 1 person | 5,064.7 | 5,456.5 | 4,985.6 | 5,388.0 | 152.7 | 156.7 |
| 2 persons | 7,755.1 | 8,181.0 | 7,218.2 | 7,599.7 | 199.9 | 198.2 |
| 3 persons | 8,884.2 | 9,389.7 | 7,969.9 | 8,302.4 | 205.1 | 202.3 |
| 4 persons | 9,876.1 | 10,577.4 | 8,584.5 | 9,019.3 | 209.1 | 206.0 |

| Household size | Average monthly household income (\$) | | Average monthly salary (\$) | | Average monthly working hours | |
|--------------------|---------------------------------------|----------|-----------------------------|---------|-------------------------------|-------|
| | 2011 (from October) | 2012 | 2011 (from October) | 2012 | 2011 (from October) | 2012 |
| 5 persons | 10,216.7 | 10,787.2 | 8,677.6 | 9,125.0 | 210.8 | 208.5 |
| 6 persons or above | 11,398.2 | 11,656.5 | 9,085.1 | 9,436.4 | 212.5 | 207.6 |

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding employees who work for less than four weeks continuously and/or do not work at least 18 hours per week, and those engaged under short-term contracts of less than three months (generally referred to as casual workers),

- (a) please provide a breakdown of the following figures by employment contracts of short duration, short working hours and less than three months: (i) ethnic minorities; (ii) new arrivals with less than seven years' residence; (iii) family carers; (iv) single parents; (v) persons with disabilities and/or those receiving disability allowance; (vi) employees working across districts and the percentage share of their travelling expenses to their income; (vii) number of children in their household; (viii) percentage share of their income to their household income; (ix) percentage of those living in public housing estates, rental housing and self-owned properties; (x) those with their family receiving Comprehensive Social Security Assistance; (xi) those without making Mandatory Provident Fund contribution; and (xii) the amount of loans approved to casual workers with post-secondary degrees and their average amount of debts; and
- (b) if the information requested in (a) is not available, will the Administration consider studying the abovementioned characteristics of casual workers, for a more comprehensive analysis?

Asked by: Hon. CHEUNG Chiu-hung, Fernando

Reply:

Our reply is as follows:

- (a) The data requested in the question are not available from the Labour Department and the Census and Statistics Department.
- (b) The Administration will review the data to be collected from time to time.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Work Experience and Training Scheme (YWETS), please provide the respective expenditure and unit cost of the following items in the past five years (i.e. 2008-09 to 2012-13): training allowance payable to employers, course and examination fees reimbursed to trainees, as well as case management and training fees paid to training bodies.

Asked by: Hon. CHEUNG Chiu-hung, Fernando

Reply:

In September 2009, we enhanced and integrated YWETS with the Youth Pre-employment Training Programme (YPTP) to become a “through-train” programme – “YPTP&YWETS”, offering comprehensive pre-employment and on-the-job training to young people aged 15 to 24 with educational attainment at sub-degree level or below.

The amount of on-the-job training allowance granted to employers, the amount of reimbursement of course and examination fees granted to trainees for attending relevant off-the-job training courses, and the amount of case management service fees and pre-employment training course fees granted to training bodies under the youth training programmes in 2008-09, 2009-10, 2010-11, 2011-12 and 2012-13 (up to end February 2013) are provided as follows:

| | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 (up to end February 2013) |
|---|----------------|----------------|----------------|----------------|---|
| On-the-job training allowance granted to employers | \$36.8 million | \$32.4 million | \$40.6 million | \$38.9 million | \$27.5 million |
| Reimbursement of course and examination fees granted to trainees | \$0.9 million | \$0.7 million | \$0.7 million | \$0.7 million | \$0.3 million |
| Case management service fees and pre-employment training course fees granted to training bodies | \$24.7 million | \$38.6 million | \$36.9 million | \$23.4 million | \$19.9 million |

For employers providing on-the-job training to trainees of YPTP&YWETS, they are entitled to a monthly training allowance of \$2,000 per trainee. The allowance payable to the employers vary in accordance with the duration of the on-the-job training period which ranges from six to 12 months depending on the training contents of the posts offered. For trainees undergoing on-the-job training, they are entitled to

reimbursement of course and examination fees up to \$4,000 per trainee for attending relevant off-the-job training courses. Trainees may flexibly choose to receive various employment support services and attend the pre-employment training courses in accordance with their interests and employment needs. Since the trainees participate in different activities of the programme and the duration of their participation also varies greatly, we do not have information on the unit cost of case management service and pre-employment training per person.

Name in block letters: CHEUK WING HING
Post Title: Commissioner for Labour
Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Employment Programme for the Middle-aged (EPM), please provide the following data for each year since its inception:

- (a) the amount of allowance payable to employers and the number of cases by industry; and
- (b) the administration costs incurred.

Did the Administration review the effectiveness of the EPM?

Asked by: Hon. CHEUNG Chiu-hung, Fernando

Reply:

The information sought is provided as follows:

- (a) The EPM was launched in May 2003. The amount of training allowance granted for each financial year since the inception of EPM in 2003-04 to employers who engaged unemployed job seekers aged 40 or above in a full-time permanent job and provided the job seekers with on-the-job training is provided below:

| Year | Amount (\$ million) |
|---------------------------------|----------------------------|
| 2003-04 | 1.9 |
| 2004-05 | 4.1 |
| 2005-06 | 10.2 |
| 2006-07 | 9.1 |
| 2007-08 | 8.6 |
| 2008-09 | 6.0 |
| 2009-10 | 4.6 |
| 2010-11 | 4.0 |
| 2011-12 | 3.0 |
| 2012-13 (up to end February) | 2.4 |

We do not have a breakdown of placements by industry prior to 2006 under EPM. A breakdown of the placements secured under EPM by industry since 2006 is as follows:

| Industry | No. of placements | | | | | | |
|---|-------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
| Real estate and business services | 2 510 | 2 014 | 1 383 | 884 | 926 | 676 | 540 |
| Community, social and personal services | 2 234 | 1 902 | 1 243 | 557 | 503 | 463 | 497 |
| Manufacturing | 1 210 | 1 204 | 868 | 499 | 494 | 403 | 318 |
| Wholesale and retail | 801 | 701 | 557 | 494 | 454 | 347 | 296 |
| Import and export trades | 639 | 539 | 473 | 422 | 437 | 316 | 184 |
| Restaurant and hotel | 558 | 530 | 471 | 303 | 284 | 168 | 155 |
| Construction | 501 | 505 | 312 | 241 | 189 | 100 | 135 |
| Transport, storage and communications | 285 | 253 | 311 | 181 | 186 | 85 | 91 |
| Others | 996 | 834 | 637 | 426 | 457 | 276 | 284 |
| Total | 9 734 | 8 482 | 6 255 | 4 007 | 3 930 | 2 834 | 2 500 |

- (b) While a centralised team of one Labour Officer, two Assistant Labour Officers and two clerical staff is responsible for overseeing and co-ordinating the implementation of EPM, case processing work is handled by staff of various job centres among their other duties. The administration costs involved in EPM cannot be separately accounted for.

We conduct retention survey from time to time to understand the retention status of job seekers placed into employment under EPM. According to a recent retention survey conducted in April 2012, about 77% of the cases were able to achieve a retention period of four months or above and 63% could remain in employment for six months or more.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment of persons with disabilities, please provide a breakdown, by type of disability, of the number of persons with disabilities employed by subvented social service organisations for the following five financial years:

| | 2008-2009 | 2009-2010 | 2010-2011 | 2011-2012 | 2012-2013 |
|----------------------|-----------|-----------|-----------|-----------|-----------|
| Physical disability | | | | | |
| Chronic illness | | | | | |
| Mental illness | | | | | |
| Mentally handicapped | | | | | |
| Visually impairment | | | | | |
| Hearing impairment | | | | | |
| Others | | | | | |

Asked by: Hon. CHEUNG Chiu-hung, Fernando

Reply:

The Labour Department recorded 2 490, 2 436, 2 405, 2 403 and 2 512 placements for persons with disabilities in 2008, 2009, 2010, 2011 and 2012 respectively. We do not keep statistics on the number of placements made in subvented social service organisations.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please provide the number of households applying for the subsidy under the Transport Support Scheme (TSS) and the Work Incentive Transport Subsidy (WITS) Scheme and the number of working members of these households each year since their implementation.
- (b) Please provide a breakdown of the number of children (aged under 15) in the eligible households under the latest income limits (excluding the asset limits) of the transport subsidy scheme by household size (such as 1-person household, 2-person household, 3-person household etc.).
- (c) Please provide a breakdown of the number of full-time students (aged 15-18) in the eligible households under the latest income limits (excluding the asset limits) of the transport subsidy scheme by household size (such as 1-person household, 2-person household, 3-person household etc.).

Asked by: Hon. CHEUNG Kwok-che

Reply:

The information sought is provided as follows:

- (a) The Labour Department launched TSS in June 2007 to provide time-limited transport subsidy to needy job seekers and low-income employees living in the four remote districts of Tuen Mun, Yuen Long, North and Islands. Applicants were assessed on an individual basis under TSS. We have no information on the number of households applying for TSS and the number of working members of these households. A breakdown of the number of TSS applicants by year is provided below –

| TSS | 2007 (from June) | 2008 | 2009 | 2010 | 2011 |
|-------------------|---------------------|--------|--------|-------|-------|
| No. of applicants | 5 683 | 21 297 | 10 942 | 5 190 | 1 836 |

TSS ceased receiving applications and was replaced by the territory-wide WITS Scheme in October 2011. For WITS Scheme, the number of household applications received in 2011 and 2012 is provided below. We have not kept statistics on the number of households applying for WITS and the number of working members of these households –

| WITS Scheme | 2011 (from October) | 2012 |
|--|------------------------|--------|
| No. of household applications received | 21 768 | 53 008 |

(b) and (c)

Based on the General Household Survey conducted by the Census and Statistics Department, the household size of persons aged under 15 and 15-18 studying full-time courses in domestic households meeting the latest income limits of WITS Scheme for the fourth quarter of 2012 is as follows –

| Household size | No. of persons aged under 15 | No. of persons aged 15-18 studying full-time courses |
|--------------------|------------------------------|--|
| 1 person | 0 | 0 |
| 2 persons | 9 100 | 7 300 |
| 3 persons | 55 500 | 23 600 |
| 4 persons | 84 300 | 42 300 |
| 5 persons | 44 700 | 21 600 |
| 6 persons or above | 21 400 | 7 900 |
| Total | 214 900 * | 102 700 |

* A slight discrepancy between the sum of individual items and the total is owing to rounding.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to “preparing for the implementation of a new statutory minimum wage (SMW) rate” and “undertaking targeted enforcement action to check employers’ compliance with the new SMW rate” mentioned under the matters requiring special attention in 2013-14, would the Administration advise this Committee on the number of cases involving breaches of the SMW provisions in the past and the nature of the breaches detected by the Labour Department (LD); the measures taken by the Administration to forestall and combat breaches of the SMW provisions; the work plan of the Minimum Wage Commission (MWC) for the coming year; and whether the Administration would consider speeding up the review of the SMW rate to accurately reflect the current inflation and economic changes?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

Since the implementation of SMW on 1 May 2011 and up to 31 December 2012, LD conducted 60 834 workplace inspections to establishments of various trades to check employers’ compliance with the Minimum Wage Ordinance (MWO). Including reported cases, 144 cases involving suspected under-payment of SMW were detected. Follow-up action on all such cases confirmed that employees in most cases had received SMW or recovered the shortfall of wages. LD will sustain public education and publicity campaigns to promote understanding of MWO among employers and employees. LD will also continue with rigorous enforcement action to ensure compliance with MWO through conducting proactive workplace inspections, mounting targeted enforcement campaigns in the low-paying sectors and undertaking prompt investigations into complaints received.

The Administration will closely monitor the implementation of the new SMW rate of \$30 per hour as recommended by the last MWC which will take effect from 1 May 2013. MWO requires that SMW rate be reviewed at least once in every two years. A review of SMW rate can be conducted within less than two years if so warranted.

The new term of MWC has just begun from March 2013. MWC will consider its work plan for the coming year.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the promotion of family-friendly employment practices (FFEP), would the Administration advise this Committee what is the current prevalence of five-day work week? What is the estimated number of employees working on a five-day week at present and what is its percentage share in the total number of employees? Would the Administration consider conducting a survey on the prevalence of five-day work week on a regular basis? If no, what are the reasons?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

According to the latest survey on "Patterns of hours of work of employees" conducted by the Census and Statistics Department between January and June 2008, 849 100 employees worked with a fixed number of contractual days of work per week at five days and less. They accounted for 33% of all employees with a fixed number of contractual days of work per week.

With the Labour Department's promotion and publicity targeted at employers in different fields in recent years, five-day work week is gradually filtering through different trades and there is a rising trend of organisations adopting a five-day work week. The current practice of collecting data through special surveys from time to time is considered effective for tracking the prevalence of various employment practices.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

With regard to “formulating details of the proposal on statutory paternity leave” mentioned under the matters requiring special attention in 2013-14, would the Administration advise this Committee on the latest progress of the above work and details of the legislation? What are the expenditure and manpower involved? What is the expected timetable for introducing the Bill and implementing the law? What is the expected impact of the legislation on the department’s recurrent expenses upon its implementation?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

Having consulted the Panel on Manpower of the Legislative Council (LegCo) in January 2013 on the proposal to legislate for paternity leave, we are drawing up the details of the proposal to take forward the drafting of the relevant Bill. The Bill seeks to require employers in the private sector to provide a three-day paternity leave to their male employees with pay at four-fifths of the employee’s average daily wages. Our target is to introduce it into LegCo in the 2013-14 legislative session.

The legislative exercise will continue to be conducted by existing staff among their other duties. The manpower and staff costs involved are absorbed by the Department and are not separately accounted for.

We will assess the impact of implementing the relevant legislation on the recurrent expenditure of the Labour Department when the drafting of Bill is close to completion.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding “implementing the enhancement measures of the Work Incentive Transport Subsidy (WITS) Scheme, including the option of individual-based applications as an alternative to household-based applications” mentioned under the matters requiring special attention in 2013-14, would the Administration advise this Committee on the expenditure on the transport subsidy, the number of beneficiaries, the relevant operational expenses as well as the manpower involved in the past two years (i.e. 2011-12 to 2012-13) and for the coming two years (i.e. from 2013-14)?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The expenditure incurred for the WITS Scheme in 2011-12 and 2012-13 (up to February 2013) and the estimated expenditure for 2013-14 are provided below. The expenditure in 2011-12 also covered set-up cost for the Scheme. The estimate for 2014-15 will be drawn up in the light of operation experience in implementing the enhancement measures of the Scheme.

| Item | Amount (\$million) | | |
|---------------------------------------|--------------------|----------------------------------|-----------------------|
| | 2011-12 | 2012-13 (up to February 2013) | 2013-14 (estimate) |
| Subsidy payment | 77.9 | 186.6 | 476.8 |
| Staff cost | 40.5 | 52.8 | 81.6 |
| Operating expenses | 7.3 | 4.1 | 4.2 |
| Accommodation and related expenditure | 2.3 | 0.1 | 7.9 |
| Publicity and promotion | 5.0 | 1.5 | 2.9 |
| Contingency | - | - | 3.6 |
| Total | 133.0 | 245.1 | 577.0 |

In 2011-12 and 2012-13 (up to February 2013), subsidy was granted to 22 319 and 45 720 applicants (gross applicant count) respectively. The General Household Survey does not collect data about the asset levels of employed persons who meet the income limits and working hours requirement of the WITS Scheme. We are not able to estimate the number of beneficiaries in 2013-14 and 2014-15.

The WITS Division has an establishment of 198 civil service posts and 100 non-civil service contract positions. Its actual strength varies having regard to caseload and will be kept under review.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to “supporting the work of the Special Committee on Standard Working Hours” (Special Committee) mentioned under the matters requiring special attention in 2013-14, would the Administration advise this Committee on the latest progress of the setting up of the Special Committee, including its establishment date, organisation structure, scope of work and direction, and the expenditure and manpower involved? When is the Special Committee's work expected to be completed? When will the final study findings be released?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Standard Working Hours (SWH) Committee has been set up on 9.4.2013 and will commence work as soon as possible. Comprising representatives drawn from the labour and business sectors, academia, community and Government, the SWH Committee will follow up on the Report of the Policy Study on SWH completed by the Labour Department last year and examine issues relating to employees' overtime work conditions/arrangements and legislating for SWH. The SWH Committee will also serve as a platform for society to carry out informed and in-depth discussion on working hours with a view to building consensus and finding the way forward.

In 2013-14, the expenditure involved is \$8.36 million, including the provision for creating eight time-limited posts comprising seven Labour Officer grade posts and one Assistant Clerical Officer post. Since the SWH Committee has just been set up, we cannot prejudge its deliberation on how to approach the issue of working hours and its work plan.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The aim of the Programme states that it is “to provide a comprehensive range of free employment assistance and recruitment services to help job seekers find suitable jobs and employers find recruits”. Would the Administration inform this Committee of the respective numbers and total numbers of job vacancies displayed by the Labour Department (LD) from the private sector and the public sector/Government over the past two years (2011-12 and 2012-13) (please provide a breakdown by industry, occupation and level of salary)? What was the rate of successful recruitment via LD? Moreover, what were the respective numbers and success rates of new arrivals and ethnic minority job seekers registered with LD for employment service in the past year (2012-13)? At present, what are the targeted measures to help them secure employment?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In 2011, LD received a total of 904 086 vacancies, of which 900 564 were from the private sector and 3 522 from the Government sector. In 2012, LD received a total of 1 148 316 vacancies, of which 1 144 424 were from the private sector and 3 892 from the Government sector. A breakdown of the vacancies by industry, occupation and monthly salary range is as follows:

By industry

| Industry | Number of vacancies | |
|--|---------------------|------------------|
| | 2011 | 2012 |
| Manufacturing | 50 957 | 58 984 |
| Construction | 34 699 | 42 104 |
| Wholesale, retail and import/export trades, restaurants and hotels | 353 491 | 453 151 |
| Transport, storage and communications | 53 797 | 68 982 |
| Financing, insurance, real estate and business services | 265 725 | 362 196 |
| Community, social and personal services | 74 667 | 83 003 |
| Government sector | 3 522 | 3 892 |
| Others | 67 228 | 76 004 |
| Total | 904 086 | 1 148 316 |

By occupation

| Occupation | Number of vacancies | |
|--|----------------------------|------------------|
| | 2011 | 2012 |
| Managers and administrators | 11 163 | 13 769 |
| Professionals/ Associate professionals | 260 981 | 354 622 |
| Clerical support workers | 142 503 | 193 843 |
| Service workers | 201 262 | 221 415 |
| Shop sales workers | 83 618 | 113 935 |
| Skilled agricultural and fishery workers | 1 785 | 2 261 |
| Craft and related workers | 35 176 | 44 840 |
| Plant and machine operators and assemblers | 25 911 | 30 974 |
| Elementary occupations | 140 516 | 171 190 |
| Others | 1 171 | 1 467 |
| Total | 904 086 | 1 148 316 |

By monthly salary range

| Monthly salary range | Number of vacancies | |
|-----------------------------|----------------------------|------------------|
| | 2011 | 2012 |
| Below \$6,000 | 152 645 | 157 456 |
| \$6,000 - \$6,999 | 80 482 | 56 674 |
| \$7,000 - \$7,999 | 156 680 | 138 753 |
| \$8,000 - \$8,999 | 156 847 | 196 525 |
| \$9,000 - \$9,999 | 94 435 | 159 229 |
| \$10,000 or above | 262 997 | 439 679 |
| Total | 904 086 | 1 148 316 |

LD's recruitment service is one of the many channels used by employers to recruit staff. As employers may receive a large number of applications through various channels at the same time, they find it difficult to ascertain whether a vacancy has been filled with our assistance. We have not kept the rate of successful recruitment for vacancies advertised at LD.

Job seekers who have registered with LD for employment services may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies through LD. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Those who have secured employment through direct application are not required to report their placement positions to LD. We therefore only have information on the placements secured through the referral services of LD. In 2012, the number of new arrival and ethnic minority job seekers registered with LD for employment services was 8 354 and 981 respectively. Apart from those securing employment through direct application to employers, 1 082 and 61 placements respectively for new arrival and ethnic minority job seekers were secured through the referral services of LD in 2012.

In addition to a wide range of employment services available for all job seekers, we have specifically set up resource corners and special counters to provide priority referral services to ethnic minority and new arrival job seekers at all job centres. Tailor-made employment briefings are organised to help them better understand the local labour market situation and improve job search skills. New arrival and ethnic minority job seekers may also meet the employment officers in job centres to obtain job search advice and information on training/retraining courses, and/or to receive career aptitude assessment as appropriate. Those who have difficulties in finding jobs are encouraged to participate in various employment programmes to enhance employability.

Name in block letters: CHEUK WING HING
Post Title: Commissioner for Labour
Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme:

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the departmental records management work over the past three years (as at 2012):

- (a) Please provide information on the number and rank of officers designated to perform such work. If there is no officer designated for such work, please provide information on the number of officers and the hours of work involved in records management duties, and the other duties they have to undertake in addition to records management;
- (b) Please list in the table below information on programme and administrative records which have been closed pending transfer to the Government Records Service (GRS) for appraisal:

| Category of records | Years covered by the records | Number and linear metres of records | Retention period approved by GRS | Are they confidential documents |
|---------------------|------------------------------|-------------------------------------|----------------------------------|---------------------------------|
| | | | | |

- (c) Please list in the table below information on programme and administrative records which have been transferred to GRS for retention:

| Category of records | Years covered by the records | Number and linear metres of records | Years that the records were transferred to GRS | Retention period approved by GRS | Are they confidential documents |
|---------------------|------------------------------|-------------------------------------|--|----------------------------------|---------------------------------|
| | | | | | |

- (d) Please list in the table below information on records which have been approved for destruction by GRS:

| Category of records | Years covered by the records | Number and linear metres of records | Years that the records were transferred to GRS | Retention period approved by GRS | Are they confidential documents |
|---------------------|------------------------------|-------------------------------------|--|----------------------------------|---------------------------------|
| | | | | | |

Asked by: Hon. HO Sau-lan, Cyd

Reply:

The information sought is provided as follows:

- (a) The Departmental Secretary (a Chief Executive Officer) of the Labour Department (LD) is designated as the Departmental Records Manager (DRM) for overseeing the implementation of records management practices in the Department. The DRM is assisted by two Assistant DRMs (i.e. Deputy Departmental Secretary (Finance and Administration) (a Senior Executive Officer) and Assistant Departmental Secretary (Administration) 2 (an Executive Officer I)) in monitoring records management activities in LD. These officers are also responsible for departmental administration. In addition, staff in different divisions, offices, sections, units and registries of LD are also involved in records management, among other duties. Since records management is part of the work of LD's staff, the number of officers and the hours of work involved cannot be separately accounted for.
- (b) The information of closed programme and administrative records to be transferred to GRS for appraisal is provided in the table below:

| Category of records | Years covered by the records | Number and linear metres of records (LM) | Retention period approved by GRS | Are they confidential documents |
|------------------------|------------------------------|--|----------------------------------|---|
| Programme Records | 1998 to 2013 | 243 (59 LM) | 7 years | No |
| Administrative Records | 1990 to 2013 | 185 (8 LM) | 3 to 5 years | Confidential: 8.6% Non-confidential: 91.4% |

- (c) The information of programme and administrative records transferred to GRS for retention is tabulated below:

| Category of records | Years covered by the records | Number and linear metres of records (LM) | Years that the records were transferred to GRS | Retention period approved by GRS | Are they confidential documents |
|------------------------|------------------------------|--|--|----------------------------------|---------------------------------|
| Programme Records | - | - | - | - | - |
| Administrative Records | 1970 to 2008 | 3 (1 LM) | 2012-13 | 2 years | No |

- (d) The information of records approved for destruction by GRS is provided below:

| Category of records | Years covered by the records | Number and linear metres of records (LM) | Years that the records were transferred to GRS | Retention period approved by GRS | Are they confidential documents |
|------------------------|------------------------------|--|--|----------------------------------|---|
| Programme Records | 1946 to 2010 | 242 061 (2 305 LM) | Not applicable | 2 to 10 years | Confidential: 0.2% Non-confidential: 99.8% |
| Administrative Records | 1968 to 2010 | 3 031 (184 LM) | Not applicable | 2 to 7 years | Confidential: 0.7% Non-confidential: 99.3% |

Name in block letters: CHEUK WING HING
Post Title: Commissioner for Labour
Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Under the existing Minimum Wage Ordinance (MWO), the Statutory Minimum Wage (SMW) rate shall be reviewed at least once in every two years. In this connection, would the Administration advise this Committee on:

- (a) the criteria used in determining the actual timing for reviewing SMW rate;
- (b) the total number of staff responsible for monitoring the implementation of SMW and working out the timing for reviewing SMW rate in 2012-13;
- (c) whether an estimation has been made for the expenditure and manpower required if SMW rate is reviewed once a year; and
- (d) whether there is any plan for reviewing SMW rate again in 2013-14? If yes, what are the details as well as the estimated expenditure and manpower arrangement?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- (a), (c) and (d)

MWO requires that SMW rate be reviewed at least once in every two years. A review of SMW rate can be conducted within less than two years if so warranted. The Administration will closely monitor the implementation of the new SMW rate of \$30 per hour which will take effect from 1 May 2013. We have not estimated the expenditure and manpower requirement for reviewing SMW rate annually.

- (b) Officers of the Labour Department (LD) monitor the implementation of SMW and provide support for the review of SMW rate as part of their duties for implementing MWO. The manpower required is absorbed by LD and is not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Under matter requiring special attention in 2013-14, the department will intensify systematic preventive and enforcement measures in construction safety in anticipation of the increase in the number of new works projects and expected growth in building renovation and maintenance works; and launching large-scale promotional programmes to raise the safety awareness of stakeholders in the construction and catering industries. Will the Administration provide detailed information of these work in the tabulated form below?

| Types of Work | Financial provision | Manpower involved | Details of the work |
|---|----------------------------|--------------------------|----------------------------|
| Systematic preventive measures in construction safety for new works projects | | | |
| Enforcement measures in construction safety for new works projects | | | |
| Systematic preventive measures in construction safety for building renovation and maintenance works | | | |
| Enforcement measures in construction safety for building renovation and maintenance works | | | |
| Large-scale promotional programmes to raise the safety awareness of stakeholders in the construction industry | | | |

Asked by: Hon. SHEK Lai-him, Abraham

Reply:

The information sought is provided as follows:

- (a) For new works project, the Labour Department (LD) will identify systemic measures for preventing accidents at source through stepping up the scrutiny of safety audit reports and safety management systems of selected contractors and enhancing liaison with the project clients. LD will continue to step up inspection of new works sites and take rigorous enforcement action to deter unsafe work practices.
- (b) For building renovation and maintenance works, LD will continue to step up area patrols and inspections during office and outside office hours to deter unsafe work practices. In collaboration with the Occupational Safety and Health Council, LD launched a pilot scheme last year to promote work safety of building renovation and maintenance works sites, through subsidising safety training of their employees and procurement of fall-arresting equipment.
- (c) LD will launch a series of promotional programmes in 2013-14 to enhance the safety awareness of employers and employees in the construction industry. These include a large-scale annual award scheme on construction safety and other targeted promotional programmes on high-risk processes such as work-at-height and electrical works.

These enforcement and promotional work is part of LD's occupational safety and health programme. The expenditure and manpower involved are absorbed by LD and are not separately accounted for.

Name in block letters: CHEUK WING HING
Post Title: Commissioner for Labour
Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Under matter requiring special attention in 2013-14, the department will intensify systematic preventive and enforcement measures in construction safety in anticipation of the increase in the number of new works projects and expected growth in building renovation and maintenance works; and launching large-scale promotional programmes to raise the safety awareness of stakeholders in the construction and catering industries. Will the Administration inform this Committee the following:

- (a) its plan, manpower and financial provision allocated for 2013-14 to deal with consumption of alcohol and drugs before and during construction activities;
- (b) its plan, manpower and financial provision allocated for 2013-14 to promote fall-protection plans for working at height; and
- (c) its plan, manpower and financial provision allocated for 2013-14 to enhance education on safety and risk management of the construction industry?

Asked by: Hon. SHEK Lai-him, Abraham

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) will organise health talks and has published a pamphlet to promote general awareness of the effects of alcohol and drugs on safe performance at work, particularly work involving operating dangerous machinery or working at height. Moreover, employers will be encouraged to lay down guidelines and policies prohibiting alcohol consumption at work.
- (b) LD will continue to proactively promote construction safety including fall protection for working at height through enforcement, training and publicity. LD will, in conjunction with the Occupational Safety and Health Council, trade associations, workers' unions and other stakeholders, organise safety seminars, talks and roving exhibitions, distribute promotional items at renovation materials shops, provide safety banners to repair, maintenance, alteration and addition (RMAA) works sites, make joint site safety promotional visits with workers' unions and promulgate safety messages on mass media.
- (c) LD will continue to provide training courses related to safety legislation to enhance education on safety and risk management to employees including those employed in the construction industry. We will from time to time review the course content to suit the needs of the industry.

Enforcement, education and publicity programmes on construction safety are part of LD's ongoing occupational safety work. The expenditure involved is absorbed by the Department and is not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information:

- (a) The total number of occupational health clinics in the territory and the districts where they are located.
- (b) The number of people who sought consultation at the occupational health clinics each year (by type of consultation), time required for making an appointment and staff establishment in the past five years (i.e. 2008-09 to 2012-13).
- (c) The estimated expenditure and manpower arrangement for the occupational health clinics for 2013-14.
- (d) Does the Administration have any plan to increase the number of occupational health clinics. If yes, what are the details? If no, what are the reasons?

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) operates two occupational health clinics in Kwun Tong and Fanling.
- (b) In the past five years, the waiting time for appointment in Kwun Tong Occupational Health Clinic (KTOHC) and Fanling Occupational Health Clinic (FLOHC) was around six to ten weeks and four to seven weeks respectively, and the staff establishment for KTOHC and FLOHC was 15 and 11 respectively. A breakdown of the diseases of the patients seeking consultation at KTOHC and FTOHC is provided in the table below:

| Disease | 2008 | | 2009 | | 2010 | | 2011 | | 2012 | |
|------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | KTOHC | FLOHC |
| Musculoskeletal system | 1387 | 1107 | 1259 | 1051 | 1194 | 771 | 1056 | 786 | 1044 | 796 |
| Skin | 24 | 9 | 12 | 7 | 20 | 7 | 5 | 8 | 14 | 8 |
| Respiratory | 11 | 6 | 6 | 3 | 7 | 5 | 6 | 5 | 6 | 5 |
| Auditory | 15 | 16 | 24 | 16 | 19 | 7 | 7 | 14 | 18 | 11 |
| Neurological | 14 | 2 | 9 | 3 | 16 | 20 | 10 | 4 | 23 | 8 |
| Others | 105 | 100 | 81 | 37 | 172 | 72 | 166 | 98 | 171 | 123 |
| Total | 1556 | 1240 | 1391 | 1117 | 1428 | 882 | 1250 | 915 | 1276 | 951 |

- (c) In 2013-14, the estimated expenditure for the occupational health clinics is around \$1.3 million, excluding staff cost which is absorbed by LD. The staff establishment for KTOHC and FLOHC remains unchanged.
- (d) The waiting time for the existing clinics has been maintained at around four to ten weeks. We will continue to monitor the demand and keep in view the need for additional clinics.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2013-14, will the Administration allocate additional provision for studying the feasibility of extending the coverage of the Occupational Safety and Health Ordinance (OSHO) (Cap. 509) to include the driving duties of professional drivers, so as to safeguard the interests of self-employed drivers? If yes, what are the details and timetable? If no, what are the reasons?

Asked by: Hon. TANG Ka-piu

Reply:

The Labour Department (LD) had conducted a review on the feasibility of extending the coverage of OSHO to include the driving duties of employed professional drivers, and reported the outcome to the Panel on Manpower of the Legislative Council in June-2012. At the request of some Members, LD will revisit the issue at an appropriate juncture and report to the Panel. The review is part of the work of LD's occupational safety and health programme. The manpower involved is absorbed by the Department and is not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please provide a breakdown, by industry and occupation, of the numbers of complaints and reported cases about age discrimination received by the Labour Department (LD) in the past five years (i.e. 2008-09 to 2012-13). Were any employers prosecuted or convicted? If yes, what are the details?
- (b) In 2013-14, apart from general publicity campaigns, what are the other measures to eliminate age discrimination in employment? Please provide the work details, implementation timetable, estimated expenditure and manpower arrangement as well as planned targets.

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) From 2008 to 2012, LD received 106 complaints concerning age discrimination in relation to employment. No evidence of age discrimination could be found in 63 of the cases. In the remaining ones where employers admitted to having asked about the age of the job seekers, LD reminded them to consider only the genuine occupational requirements of the job and the ability of the job seekers in the selection process. We do not have breakdowns by industry and occupation of these cases.
- (b) We consider it effective in promoting the elimination of age discrimination in employment through public education, publicity and self-regulation and have no plan to introduce other measures at this stage. We will continue to monitor the situation, and sustain our efforts in promoting equal opportunity in employment. We will also seek to enhance the employability of people in different age groups through our training and retraining programmes.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

LWB(L)213

Question Serial No.

5074

Head: 90-Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information:

- (a) A breakdown, by gender, age and industry, of the number of employees' compensation claims; as well as the numbers of sick leave days granted and the amount of employees' compensation (including permanent incapacity and sickness allowance etc.) in the past 10 years (i.e. 2003-04 to 2012-13); and
- (b) The total number of staff responsible for processing employees' compensation claims in 2013-14.

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) In the past 10 years, the number of employees' compensation claims reported under the Employees' Compensation Ordinance (ECO) is given below:

| Resulting in | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| incapacitation for <u>not</u> more than 3 days | 9 424 | 10 065 | 10 516 | 12 416 | 16 239 | 15 826 | 15 503 | 16 165 | 15 944 | 16 266 |
| incapacitation for more than 3 days [^] | 44 346 | 46 587 | 47 478 | 50 235 | 46 002 | 44 041 | 40 296 | 42 626 | 41 052 | 40 497 |
| Total | 53 770 | 56 652 | 57 994 | 62 651 | 62 241 | 59 867 | 55 799 | 58 791 | 56 996 | 56 763 |

[^] Figures include fatal cases.

If the work injury incapacitates an employee for not more than three days with no permanent incapacity, the employer concerned will make direct payment of compensation to the employee. The Labour Department does not have a breakdown of the requested information in respect of these claims. Of the remaining claims, breakdowns by gender, age and industry are given below:

By Gender

| Gender | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Male | 29 733 | 30 708 | 30 692 | 31 459 | 29 078 | 27 314 | 24 591 | 25 873 | 24 462 | 23 610 |
| Female | 14 613 | 15 879 | 16 786 | 18 776 | 16 924 | 16 727 | 15 705 | 16 753 | 16 590 | 16 887 |
| Total | 44 346 | 46 587 | 47 478 | 50 235 | 46 002 | 44 041 | 40 296 | 42 626 | 41 052 | 40 497 |

By Age

| Age | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <18 | 298 | 388 | 530 | 532 | 517 | 434 | 268 | 247 | 208 | 210 |
| 18-39 | 21 610 | 22 534 | 22 406 | 23 208 | 20 682 | 19 100 | 16 839 | 17 475 | 16 247 | 15 210 |
| 40-55 | 19 083 | 20 091 | 20 715 | 21 730 | 20 329 | 19 483 | 18 272 | 19 108 | 18 479 | 18 306 |
| >55 | 3 355 | 3 574 | 3 827 | 4 765 | 4 474 | 5 024 | 4 917 | 5 796 | 6 118 | 6 771 |
| Total | 44 346 | 46 587 | 47 478 | 50 235 | 46 002 | 44 041 | 40 296 | 42 626 | 41 052 | 40 497 |

By Industry

| Industry | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 |
|---|--------|--------|--------|--------|--------|--------|--------|
| Community, social and personal services | 11 519 | 11 715 | 12 190 | 13 064 | 12 128 | 11 700 | 11 322 |
| Catering [#] | 13 079 | 9 829 | 9 388 | 9 753 | 9 501 | 8 572 | 7 777 |
| Wholesale, retail and import/export trades [#] | | 4 462 | 4 691 | 4 903 | 4 643 | 4 435 | 4 377 |
| Financing, insurance, real estate and business services | 4 461 | 5 103 | 5 329 | 5 895 | 5 895 | 5 689 | 5 271 |
| Transport, storage and communication | 4 169 | 4 641 | 4 887 | 5 565 | 4 966 | 5 365 | 4 355 |
| Manufacturing | 4 089 | 4 255 | 4 095 | 4 302 | 4 023 | 3 647 | 3 163 |
| Construction | 4 689 | 3 981 | 3 710 | 3 585 | 3 200 | 3 125 | 2 860 |
| Other industries | 2 340 | 2 601 | 3 188 | 3 168 | 1 646 | 1 508 | 1 171 |
| Total | 44 346 | 46 587 | 47 478 | 50 235 | 46 002 | 44 041 | 40 296 |

[#] Figures of "Catering" and "Wholesale, retail and import/export trades" were combined as "Wholesale, retail and import/export trades and restaurants and hotels" in 2003.

By Industry (Continued)

| Industry* | 2010 | 2011 | 2012 |
|--|--------|--------|--------|
| Public administration, social and personal services | 8 877 | 8 275 | 8 314 |
| Food and beverage services | 8 298 | 7 782 | 6 924 |
| Financing and insurance, real estate, professional and business services | 6 920 | 6 838 | 7 251 |
| Import/export, wholesale and retail trades, accommodation services | 6 062 | 5 829 | 5 849 |
| Transportation, storage, postal and courier services, information and communications | 5 574 | 5 454 | 5 133 |
| Construction | 2 963 | 3 164 | 3 295 |
| Manufacturing | 2 907 | 2 736 | 2 746 |
| Others | 1 025 | 974 | 985 |
| Total | 42 626 | 41 052 | 40 497 |

* A new classification of industry (HSIC V2.0) as published by the Census and Statistics Department has been adopted since 2010.

The number of working days lost⁺ and the amount of employees' compensation for claims involving incapacitation of the employees for more than three days and settled in the past 10 years are given below:

| Year | Number of working days lost⁺ | Amount of employees' compensation (in million) |
|-------------|--|---|
| 2003 | 1 856 509 | 1,259.3 |
| 2004 | 1 743 762 | 1,187.2 |
| 2005 | 1 702 904 | 1,021.8 |
| 2006 | 1 868 430 | 1,056.8 |
| 2007 | 1 924 936 | 1,094.6 |
| 2008 | 1 887 947 | 1,022.2 |
| 2009 | 1 920 609 | 1,038.9 |
| 2010 | 1 786 900 | 956.5 |
| 2011 | 1 929 795 | 1,058.3 |
| 2012 | 2 197 399 | 1,265.9 |

⁺ The number of working days lost includes both the number of sick leave granted and taken and the period of absence from duty certified to be necessary by assessment boards under the ECO.

(b) In 2013-14, the total number of staff responsible for processing employees' compensation claims is 60.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) According to the Labour Department (LD), occupational safety and health (OSH) messages were promoted among professional drivers in 2012. In this connection, would the Administration advise this Committee on the types of vehicles driven by the professional drivers to whom LD has promoted OSH messages? What was the expenditure involved?
- (b) Given the increase in traffic accidents year-on-year, does the Administration have any plan to launch a large-scale promotional programme to raise the safety awareness of professional drivers in 2013-14? If yes, what are the details as well as the estimated expenditure and manpower arrangement?

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) In 2012, LD collaborated with the Occupational Safety and Health Council, Department of Health and relevant workers' unions to promote OSH messages among professional drivers of bus, light bus, taxi, light goods vehicle, truck, container truck, coach and tram. The expenditure incurred was around \$800,000.
- (b) To enhance safe driving and health awareness of commercial vehicle drivers, the Transport Department (TD) has all along been conducting various educational and publicity activities to promote safe driving and health awareness of commercial vehicle drivers, so as to enhance road safety, for both drivers and other road users.

Since 2010-11, TD has been conducting annual Safe Driving and Health Campaign. A wide range of activities are provided under the Campaign, including the dissemination of safe driving and health messages through radio stations and other publicity channels, the provision of free health checks to commercial vehicle drivers in cooperation with non-profit making medical organisations, etc. About 2 000 drivers attended the free health checks each year in the past two years. TD is currently organising the Safe Driving and Health Campaign for 2012-13 and will continue to organise the Campaign in 2013-14 to promote safe driving behaviour and health awareness of commercial vehicle drivers through various channels. The expense of the Campaign in 2013-14 is estimated to be \$3 million. The overall coordination work will be absorbed by existing staff resources in TD.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in matters requiring special attention in 2013-14 that major new plans of the Labour Department (LD) include supporting the work of the Special Committee on Standard Working Hours (SWH). Regarding SWH,

- (a) at present, what are the average weekly working hours of seafarers working on ocean-going vessels and river trade vessels as well as employees of the shipping industry? Please set out the figures by job nature; and
- (b) will the Administration conduct a study on the adjustment of the working hours in consultation with the industry practitioners and the relevant organisations such as trade unions and employer associations? If yes, what is the expenditure involved? If no, what are the reasons?

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) LD does not have information on the average weekly working hours of seafarers working on ocean-going vessels and river trade vessels, and of employees of the shipping industry.
- (b) The SWH Committee will follow up on the Report of the Policy Study on SWH and consider the need and topics for further study. Since the SWH Committee has just been set up, we cannot prejudge its deliberation on its workplan and the need for specific research.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Under the Programme, the Administration safeguards the rights and benefits of employees under labour laws. Under sections 43C and 43D of the Employment Ordinance (EO) (Cap. 57), a principal contractor in the construction industry is liable to pay the defaulted wages due to an employee for two months. Does the Administration consider to extend the coverage of the provision to other industries? If yes, what is the estimated expenditure involved? What is the expected timetable for introducing legislative amendments? If no, what are the reasons?

Asked by: Hon. TANG Ka-piu

Reply:

Under EO, principal contractors, superior sub-contractors and superior nominated sub-contractors engaged in building and construction works are liable for the first two months' unpaid wages of an employee who is employed by their sub-contractor or nominated sub-contractor. Unlike the construction industry in which the sub-contracting relationship between the principal contractors and sub-contractors is relatively structured and clearly defined, the modes of sub-contracting or procurement of services in non-construction industries, establishments and individuals are much more diverse and less precise. Extending the coverage of the vicarious liability provision to other industries may create problems that the construction industry does not have. Furthermore, the Protection of Wages on Insolvency Fund is already in place to act as a safety net for providing assistance to employees who are owed wages by their insolvent employers, irrespective of their trades. The Administration has no plan to amend the vicarious liability provision of EO.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to “formulating details of the proposal on statutory paternity leave (PL)” mentioned under the matters requiring special attention in 2013-14, would the Administration advise this Committee on:

- (a) the expected completion date of the work on formulating the relevant details and submission to the Legislative Council (LegCo) for deliberation;
- (b) whether the public and stakeholders will be consulted during the formulation process and the progress be reported to the LegCo and Labour Advisory Board (LAB) regularly. If yes, what are the details? If no, what are the reasons?
- (c) the estimated expenditure and manpower involved in the above work?

Asked by: Hon. WONG Kwok-hing

Reply:

The information sought is provided as follows:

- (a) The Administration is drawing up the details of the legislative proposal for taking forward the drafting work. Our target is to introduce the relevant Bill into the LegCo in the 2013-14 legislative session.
- (b) The proposal to legislate for PL was thoroughly deliberated by LAB and obtained its support in November 2012. The Panel on Manpower of LegCo was also consulted on the proposal in January 2013. In formulating further details of the proposal for the purpose of drafting the relevant Bill, we will adopt an open attitude and welcome the views of relevant stakeholders. We will seek the views of LAB and the Panel on Manpower again as necessary and appropriate.
- (c) The legislative exercise will continue to be conducted by existing staff among their other duties. The manpower and staff costs involved are absorbed by the Department and are not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the issue of false self-employment, would the Administration advise this Committee on the following:

- (a) What are the numbers of enquiries, requests for assistance, complaints and reported cases involving false self-employment received in the past three years (i.e. 2010-11, 2011-12 and 2012-13)? What were the industries and occupations involved?
- (b) What are the numbers of prosecutions taken against offending employers in the past three years (i.e. 2010-11, 2011-12 and 2012-13), the numbers of successful convictions and the penalties? Has the Administration considered imposing heavier penalties on false self-employment?
- (c) Has the Administration drawn up any targeted measures to forestall and combat false self-employment in 2013-14? If yes, what are the details, estimated expenditure and manpower? If no, what are the reasons?

Asked by: Hon. WONG Kwok-hing

Reply:

The information sought is provided as follows:

- (a) The Labour Relations Division of the Labour Department (LD) receives from time to time enquiries or requests for assistance concerning false self-employment and provides conciliation service to the parties involved in these disputes. In 2010, 2011 and 2012, the number of cases involving disputes on false self-employment received was 287, 218 and 184 respectively.

LD ensures employers' compliance with labour laws through conducting inspections to establishments to check, inter alia, whether there are false self-employment practices. Employees suspected to have been deprived of their employment rights under the pretext of self-employment are advised to lodge complaints or report their cases through LD's hotline. In 2010, 2011 and 2012, the number of complaints on false self-employment received was six, four and 13 respectively.

Disputes and complaints on false self-employment are more prevalent in the transportation, personal services and construction sectors. The occupations involved include driver, hair stylist, masseur, beautician, tutor and construction worker.

- (b) In the past three years, the number of prosecutions taken, convictions secured and penalty imposed against employers who engaged employees under the guise of self-employment for breaching the Employment Ordinance or the Employees' Compensation Ordinance was as follows:

| Year | No. of prosecutions | No. of convictions | Highest fine per case |
|------|---------------------|--------------------|-----------------------|
| 2010 | 72 | 72 | \$59,000 |
| 2011 | 89 | 69 | \$62,500 |
| 2012 | 53 | 25 | \$90,000 |

While the Administration will endeavour to take offending employers to Court whenever there is sufficient evidence, the level of fine imposed is for the Court to decide.

- (c) In 2013-14, LD will continue to tackle the problem of false self-employment by adopting a three-pronged approach, viz. strengthening promotional and publicity work in enhancing public awareness of the difference in the rights and benefits between an employee and a self-employed person, provision of a user-friendly consultation and conciliation service to those involved in disputes of false self-employment, and taking rigorous enforcement actions to deter the malpractices of evading employers' liabilities by falsely labelling an employee as a self-employed person. Complaints against false self-employment practices will be promptly investigated and prosecution will be taken out whenever there is sufficient evidence.

On the promotional front, we will sustain our efforts through television and radio Announcements in the Public Interest, posters, leaflets, talks, advertisements in public transport and roving exhibitions. The estimated expenditure for undertaking the promotion is about \$300,000.

Implementation of the aforesaid measures is undertaken by existing staff among their other duties. The manpower and staff costs involved are absorbed by the Department and are not separately accounted for.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information:

- (a) a breakdown of the total number of job seekers registered with the Labour Department (LD) in 2012-13 by month, gender, age, nationality, industry and occupation; and
- (b) whether LD arranged any case officers for needy job seekers to provide them with personalised and customised employment support and counselling services, as well as to follow up on the progress of each case? If yes, what were the details and the number of case officers as well as the expenditure involved? If no, what were the reasons? Does the Administration have any plan to provide these services in 2013-14? If yes, what are the estimated expenditure and manpower arrangement?

Asked by: Hon. WONG Kwok-kin

Reply:

The information sought is provided as follows:

- (a) In 2012, 99 812 job seekers registered with LD for employment services. A breakdown of the registrants by month, gender, age, nationality, preference of industry and occupation in job search is provided at Annex.
- (b) LD provides personalised employment advisory services for job seekers at all 12 Job Centres. Job seekers can meet the employment officers at Job Centres to discuss their employment needs. Depending on the needs of individual job seekers, employment officers will provide the latest information of the employment market, the training/retraining courses and existing employment programmes available, conduct career aptitude assessment for the job seekers and/or provide job search advice. Employment officers will also assist job seekers with difficulties in finding jobs to enrol in the Work Trial Scheme to enhance their employability and will follow up with them during work trials to help them adapt to the new working environment. The employment advisory services are provided as part of the services of the Job Centres. A separate breakdown of manpower and expenditure involved is not available.

As a pilot project, the “Employment in One-stop” in Tin Shui Wai has engaged a non-governmental organisation (NGO) to provide case management and employment support services by registered social workers to job seekers with special employment difficulties, including recipients of the Comprehensive Social Security Assistance. In 2012-13, the estimated expenditure for engaging the NGO was \$2.2 million and eight registered social workers were deployed to provide the case management and

employment support services. In 2013-14, the expenditure will be about \$3.2 million and 12 registered social workers will be deployed.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**A breakdown of the registrants in 2012
by month, gender, age, nationality, preference of industry and occupation**

By month

| Month | No. of registrants |
|--------------|---------------------------|
| January | 6 391 |
| February | 9 520 |
| March | 9 150 |
| April | 9 633 |
| May | 16 284 |
| June | 11 838 |
| July | 9 235 |
| August | 7 358 |
| September | 6 542 |
| October | 5 529 |
| November | 4 886 |
| December | 3 446 |
| Total | 99 812 |

By gender and age

| Age | Male | Female | No. of registrants |
|--------------|---------------|---------------|---------------------------|
| 15-19 | 7 302 | 11 757 | 19 059 |
| 20-29 | 18 487 | 18 142 | 36 629 |
| 30-39 | 6 760 | 8 064 | 14 824 |
| 40-49 | 5 508 | 10 251 | 15 759 |
| 50-59 | 4 455 | 6 932 | 11 387 |
| 60 or above | 1 269 | 885 | 2 154 |
| Total | 43 781 | 56 031 | 99 812 |

By nationality

| Nationality | No. of registrants |
|---------------------------|---------------------------|
| Chinese origin | 98 831 |
| Non-Chinese origin | 981 |
| <i>Pakistani</i> | 245 |

| Nationality | No. of registrants |
|--------------------|---------------------------|
| <i>Indian</i> | 185 |
| <i>Filipino</i> | 158 |
| <i>Nepalese</i> | 98 |
| <i>Indonesian</i> | 69 |
| <i>Thai</i> | 67 |
| <i>Others</i> | 159 |
| Total | 99 812 |

By preference of industry

| Industry | No. of registrants |
|--|---------------------------|
| Manufacturing | 6 079 |
| Construction | 2 548 |
| Wholesale, retail and import/export trades, restaurants and hotels | 39 063 |
| Transport, storage and communications | 5 936 |
| Financing, insurance, real estate and business services | 15 601 |
| Community, social and personal services | 17 190 |
| Others (including government sector) | 12 377 |
| No preference of industry | 1 018 |
| Total | 99 812 |

By preference of occupation

| Occupation | No. of registrants |
|--|---------------------------|
| Managers and administrators | 1 573 |
| Professionals | 3 452 |
| Associate professionals | 11 031 |
| Clerical support workers | 28 896 |
| Service workers | 13 740 |
| Shop sales workers | 18 519 |
| Skilled agricultural and fishery workers | 170 |
| Craft and related workers | 2 035 |
| Plant and machine operators and assemblers | 2 551 |
| Elementary occupations | 14 095 |
| Others | 3 750 |
| Total | 99 812 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)220

Question Serial No.

3901

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What will the Labour and Welfare Bureau do to remove the worries of the business community and provide greater protection to employees by reviewing the Statutory Minimum Wage (SMW) rate once a year?

Asked by: Hon. WONG Yuk-man

Reply:

The Minimum Wage Ordinance (MWO) requires that SMW rate be reviewed at least once in every two years. A review of SMW rate can be conducted within less than two years if so warranted. As stated in MWO, when reviewing and making recommendation on SMW rate, the Minimum Wage Commission must have regard to the need to maintain an appropriate balance between the objectives of forestalling excessively low wages and minimising the loss of low-paid jobs, and the need to sustain Hong Kong's economic growth and competitiveness.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)221

Question Serial No.

3902

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The health and family life of many employees is impaired by long working hours. In response, how will the Administration address public request and demand for Standard Working Hours (SWH)?

Asked by: Hon. WONG Yuk-man

Reply:

The Standard Working Hours (SWH) Committee will follow up on the Report of the Policy Study on SWH completed by the Labour Department last year. The SWH Committee will serve as a platform for society to carry out informed and in-depth discussion on working hours with a view to building consensus and finding the way forward.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department plans to set up a job centre in Tung Chung in 2013-14. Would the Administration advise this Committee on the details and timetable of the plan and the estimated expenditure involved?

Asked by: Hon. YICK Chi-ming, Frankie

Reply:

The Tung Chung job centre will provide free and comprehensive employment services to job seekers, including the provision of the latest vacancy information and a wide range of job search facilities such as vacancy search terminals, computers with resume-building software, fax machines and employment resources corner. Job seekers may meet the employment officers in the job centre to obtain job search advice, the latest information of the employment market, the training/retraining courses and employment programmes available, and/or to receive career aptitude assessment as appropriate. District-based job fairs will also be held in the job centre where participants can directly make applications to recruiting employers. We plan to start the operation of the Tung Chung job centre in early 2014. About \$1.75 million has been earmarked for setting up the job centre in 2013-14. The estimated annual recurrent expenditure for operating the job centre is about \$5.4 million.

Name in block letters: CHEUK WING HING

Post Title: Commissioner for Labour

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 141 – Government Secretariat:
Labour and Welfare Bureau

Subhead (No. & title):

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in paragraphs 87 and 88 of the Budget Speech that the Government will inject \$15 billion into the Employees Retraining Board (ERB). Would the Administration inform this Committee whether any specific and concrete studies on manpower requirements were conducted in the past and the expenditure involved? If yes, what are the findings and follow-up measures? What are the grounds for the funding injection into the ERB and the specific details on the use of the funding? What specific measures will the Administration take in terms of demographic planning or talent and vocational training in response to the changes in economic development?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. We will discuss the injection arrangements, the future investment and management of the fund as well as the monitoring mechanism with ERB and other relevant parties. Funding approval will be sought from the Finance Committee of the Legislative Council in due course.

As regards the studies on manpower demand, the Training Boards of the Vocational Training Council (VTC) conduct biennial manpower surveys for different industries in identifying their anticipated manpower requirements and training needs. The funding for VTC to conduct manpower surveys is provided under Programme (7): Subvention: Vocational Training Council (Vocational Training) of Head 141, and the average expenditure for conducting a survey is about \$1.8 million.

The Administration also conducts manpower projection (MP) from time to time to assess the longer-term future manpower requirement and supply of our economy at the macro level, as well as any potential manpower resource imbalances at different education levels. It is estimated that the next round of MP will cost about \$6.25 million.

Relevant bureaux and departments make reference to the findings of VTC's manpower surveys and MP in formulating appropriate measures to meet the development needs of the industries under their purviews.

Name in block letters: Miss Annie Tam

Post Title: Permanent Secretary for Labour
and Welfare

Date: 18.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 141 – Government Secretariat:
Labour and Welfare Bureau

Subhead (No. & title):

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in the Estimates that “the Bureau, advised by the Manpower Development Committee (MDC) from time to time, maps out strategies for developing human resources to meet the manpower needs of Hong Kong”. Would the Administration advise this Committee on the following:

- (a) Whether MDC has participated in drawing up the Report on Manpower Projection to 2018 (MP2018). If not, what are the reasons?
- (b) What improvement proposals MDC has put forward in response to the manpower resource balance as mentioned in the Report. Which of these proposals are being implemented? What is the progress?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought in (a) and (b) is provided as follows:

MDC was consulted on matters concerning MP2018. Relevant bureaux have taken into account MDC's advice in formulating the relevant policies.

Name in block letters: Miss Annie Tam

Post Title: Permanent Secretary for Labour
and Welfare

Date: 18.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)225

Question Serial No.

4663

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

The Bureau oversees the implementation of the Manpower Development Scheme of the Employees Retraining Board (ERB). In this connection, would the Administration inform this Committee what specific strategies will be developed under the Manpower Development Scheme in response to the Report on Manpower Projection to 2018? What are the details of these strategies? How many courses will be introduced in the coming year (2013-14) in accordance with the Report? If not, what are the reasons?

Asked by: Hon. KWOK Wai-keung

Reply:

We conduct manpower projection (MP) from time to time to assess the longer-term future manpower requirement and supply of our economy at the macro level, as well as any potential manpower resource imbalances at different education levels. Relevant bureaux and departments take into account the findings of MP in formulating measures to meet the development needs of the industries falling within their respective purviews.

The Labour and Welfare Bureau, as the housekeeping bureau, gives guidance to ERB on its direction and examines ERB's annual programme of activities. In planning its training places for 2013-14, ERB has taken into account the utilisation of the training places in the past year as well as the manpower requirements and training needs of different industries as advised by its Industry Consultative Networks. In 2013-14, ERB plans to provide a total of 130 000 places, 71 000 of them will be full-time employment-tied places and the remaining 59 000 will be provided through part-time or evening courses. ERB will also reserve 40 000 places to meet any unforeseen demand.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

18.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)226

Question Serial No.

4664

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

The Financial Secretary will inject \$15 billion into the Employees Retraining Board (ERB) to provide it with long-term support. Can the Administration inform this Committee for how many years can \$15 billion sustain the operation of ERB? What are the estimated numbers of courses and places to be provided?

Asked by: Hon. KWOK Wai-keung

Reply:

As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. We will discuss the injection arrangements, the future investment and management of the fund as well as the monitoring mechanism with ERB and other relevant parties. Funding approval will be sought from the Finance Committee of the Legislative Council in due course.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

18.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 141 Government Secretariat:
Labour and Welfare Bureau

Subhead (No. & title):

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

The Bureau oversees the implementation of the "Manpower Development Scheme" (MDS) of the Employees Retraining Board (ERB). In this regard, can the Administration inform this Committee:

- (a) The number of courses offered under the Skills Upgrading Scheme Plus (SUS Plus) of the MDS and the number of organisations running these courses. Please provide the information in tabular form by the amount of funding received by each organisation.
- (b) The number of courses under the SUS Plus that are linked to the Qualifications Framework (QF), i.e. those of which learners can acquire QF qualifications upon completion of the courses. Please provide the information in tabular form by courses and QF level.
- (c) The number of graduates under the SUS Plus in the past three years (2010-11, 2011-12 and 2012-13). Among them, the number of those obtaining QF qualifications, listed by courses and QF level.

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- (a) In 2012-13, 551 SUS Plus courses were provided by 59 training bodies of ERB. The funding allocated to training bodies for organising SUS Plus courses in 2012-13 is at Annex.
- (b) The number of SUS Plus courses offered in 2012-13 that are recognised under the QF is 389. The breakdown of courses by QF level is provided as follows:

| QF level | Number of SUS Plus courses |
|----------|----------------------------|
| 1 | 73 |
| 2 | 241 |
| 3 | 74 |
| 4 | 1 |
| Total | 389 |

- (c) The number of graduates¹ of SUS Plus courses and the corresponding number of graduates who obtained QF qualifications in the past three years are as follows:

| Financial year | Number of graduates of SUS Plus courses | Number of graduates who obtained QF qualifications ² |
|----------------------|---|---|
| 2010-11 | 10 400 | 8 000 (QF level 1: 2 900 QF level 2: 4 700 QF level 3: 400) |
| 2011-12 | 18 800 | 13 300 (QF level 1: 5 200 QF level 2: 7 500 QF level 3: 600) |
| 2012-13 ³ | 22 000 | 14 200 (QF level 1: 5 400 QF level 2: 7 800 QF level 3: 1 000) |

Name in block letters: Miss Annie Tam

Post Title: Permanent Secretary for Labour
and Welfare

Date: 18.4.2013

¹ A trainee is regarded as a graduate of a training course if he has achieved 80% attendance and successfully passed the course assessments. A trainee may pursue more than one ERB course within a financial year and may involve in more than one graduation. The figures are rounded to the nearest hundred.

² The figures in the bracket is the breakdown of graduates who obtained qualifications of different QF levels.

³ The figures are estimated as at mid March 2013.

Funding allocated to training bodies⁴ for organising SUS Plus courses in 2012-13:

| | Training body | Funding (in \$ '000) |
|----|---|-------------------------|
| 1 | The Hong Kong Confederation of Trade Unions | 5,192 |
| 2 | The Federation of Hong Kong and Kowloon Labour Unions | 4,693 |
| 3 | HKCT Group Limited | 4,279 |
| 4 | Christian Action | 1,918 |
| 5 | The Hong Kong Federation of Trade Unions | 1,715 |
| 6 | Hong Kong Association for Democracy and People's Livelihood | 1,579 |
| 7 | Caritas - Hong Kong | 1,357 |
| 8 | Vocational Training Council | 1,353 |
| 9 | Vassar International Chinese Medical Society Limited | 1,225 |
| 10 | Yan Oi Tong Limited | 1,182 |
| 11 | St. James' Settlement | 1,076 |
| 12 | Hong Kong Employment Development Service Limited | 1,014 |
| 13 | KCRA Community Education Enhancement Center Limited | 997 |
| 14 | Heung To College of Professional Studies | 772 |
| 15 | New Territories Association Retraining Centre Limited | 735 |
| 16 | Farida Hair & Beauty Education Centre | 710 |
| 17 | Hong Kong St. John Ambulance | 709 |
| 18 | The Scout Association of Hong Kong - The Friends of Scouting | 683 |
| 19 | School of Continuing and Professional Education, City University of Hong Kong | 604 |
| 20 | Hong Kong Federation of Women's Centres | 380 |
| 21 | The Young Men's Christian Association of Hong Kong | 314 |

⁴The figures are estimated as at mid March 2013.

| | Training body | Funding (in \$ '000) |
|----|---|-------------------------|
| 22 | Leo Hair & Beauty Training Centre | 300 |
| 23 | Hong Kong Young Women's Christian Association | 294 |
| 24 | Methodist Centre | 290 |
| 25 | Neighbourhood & Worker's Service Centre | 280 |
| 26 | Hong Kong Sheng Kung Hui Lady MacLehose Centre | 272 |
| 27 | Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union | 242 |
| 28 | Hong Kong Red Cross | 241 |
| 29 | The Industrial Evangelistic Fellowship Limited | 239 |
| 30 | Hospital & Clinic Nurses Association | 175 |
| 31 | The Evangelical Lutheran Church of Hongkong | 165 |
| 32 | The Hong Kong Association of Hair Design | 162 |
| 33 | Hongkong School of Commerce | 146 |
| 34 | Clothing Industry Training Authority | 143 |
| 35 | The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions | 140 |
| 36 | Ming Salon Limited | 104 |
| 37 | Eating Establishment Employees General Union | 90 |
| 38 | Travel Industry Council of Hong Kong | 90 |
| 39 | Hong Kong Electrical & Mechanical College (Evening School) | 88 |
| 40 | Hong Kong Association of Registered Tour Co-ordinators Limited | 87 |
| 41 | Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union | 87 |
| 42 | Lingnan Institute of Further Education | 83 |
| 43 | Electronic Communication Technical Staff Union | 80 |
| 44 | Hong Kong Productivity Council | 80 |
| 45 | S. K. H. Holy Carpenter Church Community Centre | 64 |
| 46 | Hong Kong Association of Gerontology | 54 |

| | Training body | Funding (in \$ '000) |
|----|---|-------------------------|
| 47 | Hong Kong Ballroom Dancing Council Limited | 50 |
| 48 | Reach Profession Training Skills Development Centre | 47 |
| 49 | Hong Kong Travel & Tourism Training Centre Limited | 38 |
| 50 | Union of Hong Kong Electrical and Mechanical Engineering Assistants | 35 |
| 51 | The Hong Kong School of Motoring Limited | 30 |
| 52 | Hong Kong Air-Conditioning and Refrigerating Trades Workers General Union | 29 |
| 53 | Li Fai Centre of Wushu | 24 |
| 54 | Hong Kong & Kowloon Restaurant & Cafe Workers General Union Vocational (Day / Night) School | 22 |
| 55 | Occupational Safety and Health Council | 19 |
| 56 | YMCA College of Careers | 18 |
| 57 | Fire and Security Engineering Employees Association | 13 |
| 58 | Baptist Oi Kwan Social Service | 12 |
| 59 | Jenny Beauty College | 6 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 141 Government Secretariat:
Labour and Welfare Bureau

Subhead (No. & title):

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

The Bureau oversees the work of the Employees Retraining Board (ERB). In this regard, could the Administration advise this Committee on the following:

- (a) Regarding the five kinds of courses provided by ERB, namely placement-tied courses, generic skills training courses, courses for special service targets, courses for youth and Skills Upgrading Scheme Plus courses, what was the annual budget allocated for each category in the past three years (2010-11, 2011-12, 2012-13)?
- (b) What were the amounts of subsidy received by the training bodies? Please list the amount under the name of each training body.
- (c) Did ERB request the training bodies to report the placement rate of trainees upon completion of a course and upon half a year after completion of a course? If yes, please list the details under the name of each training body.
- (d) Did ERB request the training bodies to submit statistics about whether the trainees are employed in a course-related job upon completion of a course? If yes, please list the details under the name of each training body.

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows -

- (a) The funding allocated for the organisation of training courses in the past three years was as follows:

| Course type | Allocated funding (\$million) | | |
|--|-------------------------------|---------|----------------------|
| | 2010-11 | 2011-12 | 2012-13 ¹ |
| Courses for the general public | | | |
| Placement-tied training courses | 408.3 | 426.4 | 447.6 |
| Skills Upgrading Scheme Plus courses | 18.2 | 29.6 | 36.8 |
| Generic skills training courses | 51.3 | 53.7 | 56.8 |
| Courses for special service targets ² | | | |
| Youth | 28.3 | 17.9 | 27.1 |
| Others | 24.9 | 25.1 | 25.8 |
| Total | 531.0 | 552.7 | 594.1 |

- (b) Information on the funding allocated to training bodies for the organisation of training courses in the past three years is provided at Annex.
- (c) and (d) Placement follow-up services are rendered by the training bodies of ERB to trainees who completed full-time placement-tied training courses. Specifically, the training bodies provide information on job vacancies to trainees and refer them to attend selection interviews with prospective employers according to their educational qualifications, experience, skills, aptitudes and career aspirations. Under the service contracts with ERB, training bodies are required to report placement information (including the post title, job nature and salary of the trainees concerned) as well as whether the placements are relevant to the training courses to ERB upon completion of the placement follow-up period (instead of upon completion of the course). The placement follow-up period ranges from three to six months depending on the nature of courses.

| | |
|------------------------|---|
| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 18.4.2013 |

¹ The figures are estimated as at mid March 2013.

² The special service targets of the ERB include youth, new arrivals, ethnic minorities, persons with disabilities, people recovered from work injuries as well as rehabilitated ex-drug abusers and ex-offenders. Courses for special service targets include placement-tied training courses, Skills Upgrading Scheme Plus courses and generic skills training courses.

Annex

(i) Funding allocated to training bodies for the organisation of training courses in 2010-11:

| | Training body | Funding (in \$'000) |
|----|---|------------------------|
| 1 | HKCT Group Limited | 77,917 |
| 2 | Vocational Training Council | 76,355 |
| 3 | Christian Action | 38,515 |
| 4 | Caritas - Hong Kong | 35,746 |
| 5 | The Hong Kong Confederation of Trade Unions | 33,503 |
| 6 | New Territories Association Retraining Centre Limited | 30,777 |
| 7 | The Federation of Hong Kong and Kowloon Labour Unions | 22,600 |
| 8 | The Hong Kong Federation of Trade Unions | 22,030 |
| 9 | Hong Kong Young Women's Christian Association | 20,849 |
| 10 | Hong Kong Employment Development Service Limited | 14,982 |
| 11 | The Evangelical Lutheran Church of Hongkong | 12,597 |
| 12 | Yan Oi Tong Limited | 11,383 |
| 13 | Heung To College of Professional Studies | 9,302 |
| 14 | KCRA Community Education Enhancement Center Limited | 8,882 |
| 15 | Methodist Centre | 8,687 |
| 16 | Hong Kong Sheng Kung Hui Lady MacLehose Centre | 8,473 |
| 17 | Hong Kong Association for Democracy and People's Livelihood | 7,950 |
| 18 | School of Continuing and Professional Education, City University of Hong Kong | 7,790 |
| 19 | St. James' Settlement | 6,184 |
| 20 | The Society of Rehabilitation and Crime Prevention, Hong Kong | 5,910 |
| 21 | Neighbourhood & Worker's Service Centre | 5,818 |
| 22 | S. K. H. Holy Carpenter Church Community Centre | 5,656 |
| 23 | Queen Elizabeth Hospital - Hospital Authority | 4,111 |
| 24 | Farida Hair & Beauty Education Centre | 3,739 |
| 25 | The Young Men's Christian Association of Hong Kong | 3,682 |
| 26 | Vassar International Chinese Medical Society Limited | 3,271 |
| 27 | The Scout Association of Hong Kong - The Friends of Scouting | 3,252 |
| 28 | Hong Kong Workers' Health Centre Limited | 3,187 |
| 29 | Hong Kong Red Cross | 3,133 |
| 30 | The Hong Kong Society for Rehabilitation | 2,997 |
| 31 | Baptist Oi Kwan Social Service | 2,623 |
| 32 | Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union | 2,332 |
| 33 | Hong Kong St. John Ambulance | 2,173 |
| 34 | Lingnan Institute of Further Education | 2,126 |

| | Training body | Funding (in \$'000) |
|----|--|------------------------|
| 35 | Hong Kong Federation of Women's Centres | 1,998 |
| 36 | HKIEd School of Continuing and Professional Education Limited | 1,503 |
| 37 | Hong Kong Association of Gerontology | 1,495 |
| 38 | Hong Kong Sheng Kung Hui Welfare Council | 1,469 |
| 39 | Kwai Chung Hospital - Hospital Authority | 1,333 |
| 40 | Princess Margaret Hospital | 1,314 |
| 41 | College of Nursing, Hong Kong | 1,190 |
| 42 | Hong Kong Rehabilitation Power | 1,169 |
| 43 | Hong Kong Travel & Tourism Training Centre Limited | 1,150 |
| 44 | The Industrial Evangelistic Fellowship Limited | 1,108 |
| 45 | Aberdeen Kai-fong Welfare Association Limited | 1,065 |
| 46 | Yang Memorial Methodist Social Service | 928 |
| 47 | The Hong Kong Federation of Youth Groups | 737 |
| 48 | Hong Kong Outlying Islands Women's Association Limited | 729 |
| 49 | Management Society for Healthcare Professionals | 599 |
| 50 | School of Continuing and Professional Studies, The Chinese University of Hong Kong | 586 |
| 51 | CityU Professional Services Limited | 444 |
| 52 | The Mental Health Association of Hong Kong | 435 |
| 53 | Hong Kong Federation of Women Limited | 396 |
| 54 | Hong Kong Productivity Council | 395 |
| 55 | Hong Kong Federation of Handicapped Youth | 373 |
| 56 | Richmond Fellowship of Hong Kong | 218 |
| 57 | The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions | 215 |
| 58 | New Life Psychiatric Rehabilitation Association | 192 |
| 59 | Hong Kong Society for the Blind | 191 |
| 60 | Leo Hair & Beauty Training Centre | 134 |
| 61 | Hospital & Clinic Nurses Association | 119 |
| 62 | The Neighbourhood Advice-Action Council | 97 |
| 63 | Monita Hair & Beauty Academy | 96 |
| 64 | Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong | 91 |
| 65 | Electronic Communication Technical Staff Union | 56 |
| 66 | Hong Kong Electrical & Mechanical College (Evening School) | 52 |
| 67 | Hong Kong Air-Conditioning and Refrigerating Trades Workers General Union | 40 |
| 68 | Association for Engineering and Medical Volunteer Services | 37 |
| 69 | Union of Hong Kong Electrical and Mechanical Engineering Assistants | 36 |
| 70 | Management and Executive Development Centre, The Hong Kong Polytechnic University | 34 |

| | Training body | Funding (in \$'000) |
|----|--|------------------------|
| 71 | Occupational Safety and Health Council | 29 |
| 72 | Hong Kong Institute of Technology | 25 |
| 73 | Jenny Beauty College | 22 |
| 74 | Pivot Point College ... Hong Kong | 15 |

(ii) Funding allocated to training bodies for the organisation of training courses in 2011-12:

| | Training body | Funding (in \$'000) |
|----|---|------------------------|
| 1 | HKCT Group Limited | 82,326 |
| 2 | Vocational Training Council | 72,846 |
| 3 | Christian Action | 41,135 |
| 4 | The Hong Kong Confederation of Trade Unions | 35,630 |
| 5 | Caritas - Hong Kong | 32,521 |
| 6 | New Territories Association Retraining Centre Limited | 32,352 |
| 7 | The Federation of Hong Kong and Kowloon Labour Unions | 27,067 |
| 8 | Hong Kong Young Women's Christian Association | 21,214 |
| 9 | The Hong Kong Federation of Trade Unions | 20,835 |
| 10 | Hong Kong Employment Development Service Limited | 16,084 |
| 11 | The Evangelical Lutheran Church of Hongkong | 13,227 |
| 12 | Yan Oi Tong Limited | 12,457 |
| 13 | St. James' Settlement | 10,599 |
| 14 | KCRA Community Education Enhancement Center Limited | 10,527 |
| 15 | Hong Kong Sheng Kung Hui Lady MacLehose Centre | 9,793 |
| 16 | Heung To College of Professional Studies | 9,272 |
| 17 | Hong Kong Association for Democracy and People's Livelihood | 9,159 |
| 18 | Methodist Centre | 8,587 |
| 19 | Neighbourhood & Worker's Service Centre | 7,058 |
| 20 | S. K. H. Holy Carpenter Church Community Centre | 6,111 |
| 21 | The Society of Rehabilitation and Crime Prevention, Hong Kong | 5,782 |
| 22 | School of Continuing and Professional Education, City University of Hong Kong | 5,698 |
| 23 | Vassar International Chinese Medical Society Limited | 4,214 |
| 24 | Queen Elizabeth Hospital - Hospital Authority | 4,060 |
| 25 | Baptist Oi Kwan Social Service | 4,009 |
| 26 | Hong Kong Red Cross | 3,807 |
| 27 | The Scout Association of Hong Kong - The Friends of Scouting | 3,348 |
| 28 | The Young Men's Christian Association of Hong Kong | 3,218 |
| 29 | The Hong Kong Society for Rehabilitation | 2,959 |
| 30 | Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union | 2,709 |
| 31 | Farida Hair & Beauty Education Centre | 2,642 |
| 32 | Hong Kong St. John Ambulance | 2,597 |
| 33 | Hong Kong Federation of Women's Centres | 2,413 |
| 34 | Hong Kong Workers' Health Centre Limited | 2,257 |
| 35 | Hong Kong Sheng Kung Hui Welfare Council | 1,777 |

| | Training body | Funding (in \$'000) |
|----|--|------------------------|
| 36 | College of Nursing, Hong Kong | 1,647 |
| 37 | Aberdeen Kai-fong Welfare Association Limited | 1,527 |
| 38 | The Industrial Evangelistic Fellowship Limited | 1,509 |
| 39 | Princess Margaret Hospital | 1,410 |
| 40 | Kwai Chung Hospital - Hospital Authority | 1,406 |
| 41 | Yang Memorial Methodist Social Service | 1,330 |
| 42 | Hong Kong Outlying Islands Women's Association Limited | 1,201 |
| 43 | Hong Kong Association of Gerontology | 1,054 |
| 44 | Lingnan Institute of Further Education | 1,005 |
| 45 | Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong | 821 |
| 46 | School of Continuing and Professional Studies, The Chinese University of Hong Kong | 783 |
| 47 | Hongkong School of Commerce | 740 |
| 48 | HKIEd School of Continuing and Professional Education Limited | 645 |
| 49 | HKMA College of Further Education | 490 |
| 50 | The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions | 460 |
| 51 | Hong Kong Rehabilitation Power | 459 |
| 52 | YMCA College of Careers | 458 |
| 53 | Hong Kong Travel & Tourism Training Centre Limited | 352 |
| 54 | Clothing Industry Training Authority | 316 |
| 55 | Hong Kong Federation of Handicapped Youth | 310 |
| 56 | The Mental Health Association of Hong Kong | 267 |
| 57 | The Neighbourhood Advice-Action Council | 231 |
| 58 | Hong Kong Productivity Council | 218 |
| 59 | The Hong Kong Federation of Youth Groups | 200 |
| 60 | Youth Outreach | 183 |
| 61 | Leo Hair & Beauty Training Centre | 170 |
| 62 | Hong Kong Federation of Women Limited | 164 |
| 63 | Hong Kong Electrical & Mechanical College (Evening School) | 158 |
| 64 | New Life Psychiatric Rehabilitation Association | 151 |
| 65 | Richmond Fellowship of Hong Kong | 133 |
| 66 | Hospital & Clinic Nurses Association | 111 |
| 67 | Electronic Communication Technical Staff Union | 104 |
| 68 | Management Society for Healthcare Professionals | 82 |
| 69 | Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union | 77 |
| 70 | Union of Hong Kong Electrical and Mechanical Engineering Assistants | 64 |
| 71 | Fire and Security Engineering Employees Association | 64 |

| | Training body | Funding (in \$'000) |
|----|---|------------------------|
| 72 | Travel Industry Council of Hong Kong | 62 |
| 73 | Hong Kong Ballroom Dancing Council Limited | 40 |
| 74 | Association for Engineering and Medical Volunteer Services | 37 |
| 75 | Occupational Safety and Health Council | 29 |
| 76 | The Hong Kong Association of Hair Design | 25 |
| 77 | Ming Salon Limited | 24 |
| 78 | Hong Kong Air-Conditioning and Refrigerating Trades Workers General Union | 16 |
| 79 | Eating Establishment Employees General Union | 2 |

(iii) Funding³ allocated to training bodies for the organisation of training courses in 2012-13:

| | Training body | Funding (in \$'000) |
|----|---|------------------------|
| 1 | HKCT Group Limited | 88,564 |
| 2 | Vocational Training Council | 78,648 |
| 3 | Christian Action | 41,996 |
| 4 | The Hong Kong Confederation of Trade Unions | 35,909 |
| 5 | New Territories Association Retraining Centre Limited | 35,677 |
| 6 | Caritas - Hong Kong | 34,008 |
| 7 | The Federation of Hong Kong and Kowloon Labour Unions | 32,943 |
| 8 | The Hong Kong Federation of Trade Unions | 21,706 |
| 9 | Hong Kong Young Women's Christian Association | 20,964 |
| 10 | Hong Kong Employment Development Service Limited | 17,231 |
| 11 | The Evangelical Lutheran Church of Hongkong | 15,184 |
| 12 | Yan Oi Tong Limited | 13,621 |
| 13 | KCRA Community Education Enhancement Center Limited | 12,275 |
| 14 | Hong Kong Sheng Kung Hui Lady MacLehose Centre | 12,105 |
| 15 | Hong Kong Association for Democracy and People's Livelihood | 11,564 |
| 16 | Heung To College of Professional Studies | 11,518 |
| 17 | St. James' Settlement | 9,186 |
| 18 | Methodist Centre | 9,109 |
| 19 | Neighbourhood & Worker's Service Centre | 8,843 |
| 20 | The Society of Rehabilitation and Crime Prevention, Hong Kong | 6,490 |
| 21 | S. K. H. Holy Carpenter Church Community Centre | 5,548 |
| 22 | School of Continuing and Professional Education, City University of Hong Kong | 4,750 |
| 23 | Baptist Oi Kwan Social Service | 4,498 |
| 24 | Queen Elizabeth Hospital - Hospital Authority | 4,471 |
| 25 | Hong Kong Red Cross | 4,361 |
| 26 | Vassar International Chinese Medical Society Limited | 4,147 |
| 27 | The Young Men's Christian Association of Hong Kong | 3,900 |
| 28 | Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union | 3,775 |
| 29 | Hong Kong St. John Ambulance | 3,683 |
| 30 | Hong Kong Workers' Health Centre Limited | 3,417 |
| 31 | Hong Kong Federation of Women's Centres | 2,985 |
| 32 | The Scout Association of Hong Kong - The Friends of Scouting | 2,980 |
| 33 | The Hong Kong Society for Rehabilitation | 2,680 |

³ The figures are estimated as at mid March 2013.

| | Training body | Funding (in \$'000) |
|----|--|------------------------|
| 34 | Hong Kong Sheng Kung Hui Welfare Council | 1,926 |
| 35 | College of Nursing, Hong Kong | 1,869 |
| 36 | Princess Margaret Hospital | 1,787 |
| 37 | Farida Hair & Beauty Education Centre | 1,758 |
| 38 | The Industrial Evangelistic Fellowship Limited | 1,631 |
| 39 | Kwai Chung Hospital - Hospital Authority | 1,188 |
| 40 | Hongkong School of Commerce | 1,111 |
| 41 | Yang Memorial Methodist Social Service | 1,104 |
| 42 | Hong Kong Association of Gerontology | 1,051 |
| 43 | Hong Kong Outlying Islands Women's Association Limited | 998 |
| 44 | Aberdeen Kai-fong Welfare Association Limited | 982 |
| 45 | Leo Hair & Beauty Training Centre | 905 |
| 46 | Knowledge Education Centre | 783 |
| 47 | School of Continuing and Professional Studies, The Chinese University of Hong Kong | 776 |
| 48 | Hong Kong Rehabilitation Power | 769 |
| 49 | Lingnan Institute of Further Education | 755 |
| 50 | YMCA College of Careers | 653 |
| 51 | Hong Kong Federation of Handicapped Youth | 618 |
| 52 | Hong Kong Travel & Tourism Training Centre Limited | 503 |
| 53 | Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong | 422 |
| 54 | Reach Profession Training Skills Development Centre | 279 |
| 55 | Hong Kong Productivity Council | 273 |
| 56 | HKIED School of Continuing and Professional Education Limited | 252 |
| 57 | The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions | 230 |
| 58 | Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union | 218 |
| 59 | Youth Outreach | 200 |
| 60 | Richmond Fellowship of Hong Kong | 192 |
| 61 | The Hong Kong Federation of Youth Groups | 171 |
| 62 | The Hong Kong Association of Hair Design | 166 |
| 63 | New Life Psychiatric Rehabilitation Association | 156 |
| 64 | Hospital & Clinic Nurses Association | 151 |
| 65 | The Mental Health Association of Hong Kong | 150 |
| 66 | The Neighbourhood Advice-Action Council | 144 |
| 67 | Clothing Industry Training Authority | 118 |
| 68 | Hong Kong Federation of Women Limited | 110 |
| 69 | Hong Kong Electrical & Mechanical College (Evening School) | 108 |

| | Training body | Funding (in \$'000) |
|----|---|------------------------|
| 70 | Eating Establishment Employees General Union | 91 |
| 71 | Ming Salon Limited | 90 |
| 72 | Hong Kong Association of Registered Tour Co-ordinators Limited | 87 |
| 73 | Electronic Communication Technical Staff Union | 87 |
| 74 | Travel Industry Council of Hong Kong | 72 |
| 75 | Hong Kong Ballroom Dancing Council Limited | 64 |
| 76 | Union of Hong Kong Electrical and Mechanical Engineering Assistants | 48 |
| 77 | Xianggang Putonghua Yanxishe | 48 |
| 78 | CityU Professional Services Limited | 42 |
| 79 | Association for Engineering and Medical Volunteer Services | 41 |
| 80 | Management Society for Healthcare Professionals | 37 |
| 81 | Monita Hair & Beauty Academy | 36 |
| 82 | The Hong Kong School of Motoring Limited | 30 |
| 83 | Hong Kong Air-Conditioning and Refrigerating Trades Workers General Union | 29 |
| 84 | Management and Executive Development Centre, The Hong Kong Polytechnic University | 25 |
| 85 | Hong Kong & Kowloon Restaurant & Cafe Workers General Union Vocational (Day / Night) School | 22 |
| 86 | Occupational Safety and Health Council | 17 |
| 87 | Jenny Beauty College | 8 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)229

Question Serial No.

4142

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the performance of the Employees Retraining Board (ERB), please provide the following figures:

- (a) In the academic years from 2008-09 to 2012-13, the number of trainees trained by the ERB, the average spending per trainee, and the number of trainees securing employment in the area trained within one year after the training.
- (b) In the academic years from 2008-09 to 2012-13, the organisations providing retraining courses, the names of their registered directors, and the amount of government subvention received by each organisation.

Asked by: Hon. LEUNG Kwok-hung

Reply:

The information sought is provided as follows-

- (a) The number of admissions¹ to the training courses of ERB and the average training expenses² for each training place in the past five financial years (instead of academic years) are as follows:

| | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 ³ |
|--|---------|---------|---------|---------|----------------------|
| Number of admissions | 92 000 | 101 000 | 98 000 | 105 000 | 110 000 |
| Average training expenses for each training place (\$) | 3,700 | 5,400 | 5,400 | 5,300 | 5,400 |

Placement follow-up services are rendered by the training bodies of ERB to trainees who completed full-time placement-tied training courses. The placement follow-up period ranges from three to six months depending on the nature of courses. Training bodies are not required to report on placement information after the completion of the placement follow-up period. In the past five years, the number of placements⁴ to jobs relevant to the placement-tied training courses is as follows:

| | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 ³ |
|---|---------|---------|---------|---------|----------------------|
| Number of placements to jobs relevant to the training courses | 25 200 | 26 600 | 24 000 | 22 800 | 24 200 |

- (b) In 2008-09 to 2012-13, the training bodies of ERB were not funded by the General Revenue Account. Funding allocated by ERB to training bodies for the organisation of training courses in the past five financial years is provided at the Annex. ERB does not keep a list of the updated registered directors of its training bodies.

| | |
|------------------------|---|
| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 18.4.2013 |

1 The figures cover admissions to placement-tied training courses, Skills Upgrading Scheme Plus courses and generic skills training courses. A trainee may be admitted in more than one course within a financial year.

2 Training expenses refer to the funding allocated to training bodies for the organisation of training courses.

3 The figures are estimated as at mid March 2013.

4 A trainee is defined as placed if he is engaged in employment with salary during the placement follow-up period. A trainee may pursue more than one ERB course within a financial year and may involve in more than one placement.

(i) Funding allocated to training bodies for the organisation of training courses in 2008-09:

| | Training body | Funding (in \$'000) |
|----|---|------------------------|
| 1 | HKCT Group Limited | 47,596 |
| 2 | Caritas - Hong Kong | 35,550 |
| 3 | Christian Action | 32,562 |
| 4 | The Hong Kong Confederation of Trade Unions | 23,942 |
| 5 | New Territories Association Retraining Centre Limited | 21,054 |
| 6 | Hong Kong Young Women's Christian Association | 20,516 |
| 7 | Vocational Training Council | 16,545 |
| 8 | The Federation of Hong Kong and Kowloon Labour Unions | 13,430 |
| 9 | Hong Kong Employment Development Service Limited | 10,993 |
| 10 | The Hong Kong Federation of Trade Unions | 8,999 |
| 11 | Neighbourhood & Worker's Service Centre | 8,760 |
| 12 | Methodist Centre | 8,102 |
| 13 | Hong Kong Association for Democracy and People's Livelihood | 7,848 |
| 14 | Heung To College of Professional Studies | 7,403 |
| 15 | Hong Kong Sheng Kung Hui Lady MacLehose Centre | 7,243 |
| 16 | Yan Oi Tong Limited | 7,028 |
| 17 | CityU Professional Services Limited | 6,911 |
| 18 | The Evangelical Lutheran Church of Hongkong | 6,622 |
| 19 | KCRA Community Education Enhancement Center Limited | 6,133 |
| 20 | S. K. H. Holy Carpenter Church Community Centre | 3,438 |
| 21 | The Scout Association of Hong Kong - The Friends of Scouting | 2,655 |
| 22 | Queen Elizabeth Hospital - Hospital Authority | 2,571 |
| 23 | The Hong Kong Society for Rehabilitation | 2,475 |
| 24 | The Society of Rehabilitation and Crime Prevention, Hong Kong | 2,240 |
| 25 | Hong Kong Workers' Health Centre Limited | 2,062 |
| 26 | The Young Men's Christian Association of Hong Kong | 1,889 |
| 27 | Hong Kong Federation of Women's Centres | 1,800 |
| 28 | Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union | 1,658 |
| 29 | Hong Kong Travel & Tourism Training Centre Limited | 1,629 |
| 30 | Hong Kong Sheng Kung Hui Welfare Council | 1,557 |
| 31 | Construction Industry Council | 1,495 |
| 32 | Hong Kong Association of Gerontology | 1,380 |
| 33 | Baptist Oi Kwan Social Service | 1,151 |
| 34 | Hong Kong Federation of Women Limited | 1,118 |
| 35 | Kwai Chung Hospital - Hospital Authority | 1,107 |
| 36 | Princess Margaret Hospital | 1,070 |
| 37 | The Industrial Evangelistic Fellowship Limited | 1,037 |

| | Training body | Funding (in \$'000) |
|----|---|------------------------|
| 38 | Hong Kong Rehabilitation Power | 1,023 |
| 39 | Management Society for Healthcare Professionals | 866 |
| 40 | Yang Memorial Methodist Social Service | 826 |
| 41 | Hong Kong St. John Ambulance | 777 |
| 42 | Lingnan Institute of Further Education | 765 |
| 43 | The Mental Health Association of Hong Kong | 526 |
| 44 | HKIED School of Continuing and Professional Education Limited | 497 |
| 45 | The Chinese University of Hong Kong – T.W.G.Hs Community College | 484 |
| 46 | College of Nursing, Hong Kong | 467 |
| 47 | Hong Kong Institute of Technology | 454 |
| 48 | Hong Kong Red Cross | 432 |
| 49 | St. James' Settlement | 429 |
| 50 | Farida Hair & Beauty Education Centre | 389 |
| 51 | Hong Kong Productivity Council | 318 |
| 52 | The Boys' and Girls' Clubs Association of Hong Kong | 240 |
| 53 | Hong Kong Outlying Islands Women's Association Limited | 230 |
| 54 | Vassar International Chinese Medical Society Limited | 223 |
| 55 | Hong Kong Society for the Blind | 218 |
| 56 | The Hong Kong Federation of Youth Groups | 201 |
| 57 | Hong Kong Federation of Handicapped Youth | 178 |
| 58 | Richmond Fellowship of Hong Kong | 170 |
| 59 | New Life Psychiatric Rehabilitation Association | 120 |
| 60 | The Neighbourhood Advice-Action Council | 104 |
| 61 | Management and Executive Development Centre, The Hong Kong Polytechnic University | 73 |
| 62 | Aberdeen Kai-fong Welfare Association Limited | 70 |
| 63 | School of Continuing Education, Hong Kong Baptist University | 40 |
| 64 | Association for Engineering and Medical Volunteer Services | 16 |
| 65 | International Social Service (Hong Kong Branch) | 15 |
| 66 | School of Continuing and Professional Education, City University of Hong Kong | 1 |

(ii) Funding allocated to training bodies for the organisation of training courses in 2009-10:

| | Training body | Funding (in \$'000) |
|----|---|------------------------|
| 1 | HKCT Group Limited | 87,871 |
| 2 | Vocational Training Council | 68,549 |
| 3 | Caritas - Hong Kong | 43,623 |
| 4 | Christian Action | 41,661 |
| 5 | The Hong Kong Confederation of Trade Unions | 32,845 |
| 6 | New Territories Association Retraining Centre Limited | 31,299 |
| 7 | Hong Kong Young Women's Christian Association | 23,509 |
| 8 | The Hong Kong Federation of Trade Unions | 21,272 |
| 9 | The Federation of Hong Kong and Kowloon Labour Unions | 20,514 |
| 10 | Hong Kong Employment Development Service Limited | 15,221 |
| 11 | The Evangelical Lutheran Church of Hongkong | 13,305 |
| 12 | Hong Kong Sheng Kung Hui Lady MacLehose Centre | 10,463 |
| 13 | Yan Oi Tong Limited | 9,379 |
| 14 | Hong Kong Association for Democracy and People's Livelihood | 9,088 |
| 15 | Heung To College of Professional Studies | 8,907 |
| 16 | Methodist Centre | 8,665 |
| 17 | KCRA Community Education Enhancement Center Limited | 8,461 |
| 18 | Neighbourhood & Worker's Service Centre | 8,291 |
| 19 | School of Continuing and Professional Education, City University of Hong Kong | 6,538 |
| 20 | S. K. H. Holy Carpenter Church Community Centre | 5,024 |
| 21 | The Society of Rehabilitation and Crime Prevention, Hong Kong | 4,825 |
| 22 | Queen Elizabeth Hospital - Hospital Authority | 4,050 |
| 23 | The Scout Association of Hong Kong - The Friends of Scouting | 3,849 |
| 24 | St. James' Settlement | 3,604 |
| 25 | The Young Men's Christian Association of Hong Kong | 3,553 |
| 26 | CityU Professional Services Limited | 3,384 |
| 27 | The Hong Kong Society for Rehabilitation | 3,107 |
| 28 | Hong Kong Workers' Health Centre Limited | 2,577 |
| 29 | HKIED School of Continuing and Professional Education Limited | 2,156 |
| 30 | Hong Kong Red Cross | 2,045 |
| 31 | Management and Executive Development Centre, The Hong Kong Polytechnic University | 1,993 |
| 32 | Hong Kong Sheng Kung Hui Welfare Council | 1,931 |
| 33 | Hong Kong Association of Gerontology | 1,900 |
| 34 | Farida Hair & Beauty Education Centre | 1,874 |
| 35 | Lingnan Institute of Further Education | 1,813 |
| 36 | Hong Kong St. John Ambulance | 1,788 |
| 37 | Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union | 1,723 |

| | Training body | Funding (in \$'000) |
|----|--|------------------------|
| 38 | Hong Kong Travel & Tourism Training Centre Limited | 1,712 |
| 39 | Baptist Oi Kwan Social Service | 1,633 |
| 40 | Hong Kong Federation of Women's Centres | 1,594 |
| 41 | Vassar International Chinese Medical Society Limited | 1,374 |
| 42 | Hong Kong Rehabilitation Power | 1,335 |
| 43 | Princess Margaret Hospital | 1,300 |
| 44 | The Industrial Evangelistic Fellowship Limited | 1,183 |
| 45 | Aberdeen Kai-fong Welfare Association Limited | 1,113 |
| 46 | Kwai Chung Hospital - Hospital Authority | 1,107 |
| 47 | College of Nursing, Hong Kong | 1,069 |
| 48 | The Hong Kong Federation of Youth Groups | 991 |
| 49 | Management Society for Healthcare Professionals | 929 |
| 50 | Yang Memorial Methodist Social Service | 887 |
| 51 | Hong Kong Productivity Council | 880 |
| 52 | The Mental Health Association of Hong Kong | 664 |
| 53 | Hong Kong Outlying Islands Women's Association Limited | 660 |
| 54 | Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong | 641 |
| 55 | School of Continuing and Professional Studies, The Chinese University of Hong Kong | 557 |
| 56 | Hong Kong Federation of Women Limited | 467 |
| 57 | Hong Kong Institute of Technology | 466 |
| 58 | The Chinese University of Hong Kong – T.W.G.Hs Community College | 465 |
| 59 | The Boys' and Girls' Clubs Association of Hong Kong | 299 |
| 60 | School of Continuing Education, Hong Kong Baptist University | 295 |
| 61 | Hong Kong Federation of Handicapped Youth | 197 |
| 62 | Richmond Fellowship of Hong Kong | 194 |
| 63 | Construction Industry Council | 193 |
| 64 | The Neighbourhood Advice-Action Council | 156 |
| 65 | New Life Psychiatric Rehabilitation Association | 121 |
| 66 | Association for Engineering and Medical Volunteer Services | 19 |
| 67 | Hospital & Clinic Nurses Association | 2 |

(iii) Funding allocated to training bodies for the organisation of training courses in 2010-11:

| | Training body | Funding (in \$ '000) |
|----|---|-------------------------|
| 1 | HKCT Group Limited | 77,917 |
| 2 | Vocational Training Council | 76,355 |
| 3 | Christian Action | 38,515 |
| 4 | Caritas - Hong Kong | 35,746 |
| 5 | The Hong Kong Confederation of Trade Unions | 33,503 |
| 6 | New Territories Association Retraining Centre Limited | 30,777 |
| 7 | The Federation of Hong Kong and Kowloon Labour Unions | 22,600 |
| 8 | The Hong Kong Federation of Trade Unions | 22,030 |
| 9 | Hong Kong Young Women's Christian Association | 20,849 |
| 10 | Hong Kong Employment Development Service Limited | 14,982 |
| 11 | The Evangelical Lutheran Church of Hongkong | 12,597 |
| 12 | Yan Oi Tong Limited | 11,383 |
| 13 | Heung To College of Professional Studies | 9,302 |
| 14 | KCRA Community Education Enhancement Center Limited | 8,882 |
| 15 | Methodist Centre | 8,687 |
| 16 | Hong Kong Sheng Kung Hui Lady MacLehose Centre | 8,473 |
| 17 | Hong Kong Association for Democracy and People's Livelihood | 7,950 |
| 18 | School of Continuing and Professional Education, City University of Hong Kong | 7,790 |
| 19 | St. James' Settlement | 6,184 |
| 20 | The Society of Rehabilitation and Crime Prevention, Hong Kong | 5,910 |
| 21 | Neighbourhood & Worker's Service Centre | 5,818 |
| 22 | S. K. H. Holy Carpenter Church Community Centre | 5,656 |
| 23 | Queen Elizabeth Hospital - Hospital Authority | 4,111 |
| 24 | Farida Hair & Beauty Education Centre | 3,739 |
| 25 | The Young Men's Christian Association of Hong Kong | 3,682 |
| 26 | Vassar International Chinese Medical Society Limited | 3,271 |
| 27 | The Scout Association of Hong Kong - The Friends of Scouting | 3,252 |
| 28 | Hong Kong Workers' Health Centre Limited | 3,187 |
| 29 | Hong Kong Red Cross | 3,133 |
| 30 | The Hong Kong Society for Rehabilitation | 2,997 |
| 31 | Baptist Oi Kwan Social Service | 2,623 |
| 32 | Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union | 2,332 |
| 33 | Hong Kong St. John Ambulance | 2,173 |
| 34 | Lingnan Institute of Further Education | 2,126 |
| 35 | Hong Kong Federation of Women's Centres | 1,998 |
| 36 | HKIED School of Continuing and Professional Education Limited | 1,503 |

| | Training body | Funding (in \$ '000) |
|----|--|-------------------------|
| 37 | Hong Kong Association of Gerontology | 1,495 |
| 38 | Hong Kong Sheng Kung Hui Welfare Council | 1,469 |
| 39 | Kwai Chung Hospital - Hospital Authority | 1,333 |
| 40 | Princess Margaret Hospital | 1,314 |
| 41 | College of Nursing, Hong Kong | 1,190 |
| 42 | Hong Kong Rehabilitation Power | 1,169 |
| 43 | Hong Kong Travel & Tourism Training Centre Limited | 1,150 |
| 44 | The Industrial Evangelistic Fellowship Limited | 1,108 |
| 45 | Aberdeen Kai-fong Welfare Association Limited | 1,065 |
| 46 | Yang Memorial Methodist Social Service | 928 |
| 47 | The Hong Kong Federation of Youth Groups | 737 |
| 48 | Hong Kong Outlying Islands Women's Association Limited | 729 |
| 49 | Management Society for Healthcare Professionals | 599 |
| 50 | School of Continuing and Professional Studies, The Chinese University of Hong Kong | 586 |
| 51 | CityU Professional Services Limited | 444 |
| 52 | The Mental Health Association of Hong Kong | 435 |
| 53 | Hong Kong Federation of Women Limited | 396 |
| 54 | Hong Kong Productivity Council | 395 |
| 55 | Hong Kong Federation of Handicapped Youth | 373 |
| 56 | Richmond Fellowship of Hong Kong | 218 |
| 57 | The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions | 215 |
| 58 | New Life Psychiatric Rehabilitation Association | 192 |
| 59 | Hong Kong Society for the Blind | 191 |
| 60 | Leo Hair & Beauty Training Centre | 134 |
| 61 | Hospital & Clinic Nurses Association | 119 |
| 62 | The Neighbourhood Advice-Action Council | 97 |
| 63 | Monita Hair & Beauty Academy | 96 |
| 64 | Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong | 91 |
| 65 | Electronic Communication Technical Staff Union | 56 |
| 66 | Hong Kong Electrical & Mechanical College (Evening School) | 52 |
| 67 | Hong Kong Air-Conditioning and Refrigerating Trades Workers General Union | 40 |
| 68 | Association for Engineering and Medical Volunteer Services | 37 |
| 69 | Union of Hong Kong Electrical and Mechanical Engineering Assistants | 36 |
| 70 | Management and Executive Development Centre, The Hong Kong Polytechnic University | 34 |
| 71 | Occupational Safety and Health Council | 29 |
| 72 | Hong Kong Institute of Technology | 25 |
| 73 | Jenny Beauty College | 22 |
| 74 | Pivot Point College ... Hong Kong | 15 |

(iv) Funding allocated to training bodies for the organisation of training courses in 2011-12:

| | Training body | Funding (in \$'000) |
|----|---|------------------------|
| 1 | HKCT Group Limited | 82,326 |
| 2 | Vocational Training Council | 72,846 |
| 3 | Christian Action | 41,135 |
| 4 | The Hong Kong Confederation of Trade Unions | 35,630 |
| 5 | Caritas - Hong Kong | 32,521 |
| 6 | New Territories Association Retraining Centre Limited | 32,352 |
| 7 | The Federation of Hong Kong and Kowloon Labour Unions | 27,067 |
| 8 | Hong Kong Young Women's Christian Association | 21,214 |
| 9 | The Hong Kong Federation of Trade Unions | 20,835 |
| 10 | Hong Kong Employment Development Service Limited | 16,084 |
| 11 | The Evangelical Lutheran Church of Hongkong | 13,227 |
| 12 | Yan Oi Tong Limited | 12,457 |
| 13 | St. James' Settlement | 10,599 |
| 14 | KCRA Community Education Enhancement Center Limited | 10,527 |
| 15 | Hong Kong Sheng Kung Hui Lady MacLehose Centre | 9,793 |
| 16 | Heung To College of Professional Studies | 9,272 |
| 17 | Hong Kong Association for Democracy and People's Livelihood | 9,159 |
| 18 | Methodist Centre | 8,587 |
| 19 | Neighbourhood & Worker's Service Centre | 7,058 |
| 20 | S. K. H. Holy Carpenter Church Community Centre | 6,111 |
| 21 | The Society of Rehabilitation and Crime Prevention, Hong Kong | 5,782 |
| 22 | School of Continuing and Professional Education, City University of Hong Kong | 5,698 |
| 23 | Vassar International Chinese Medical Society Limited | 4,214 |
| 24 | Queen Elizabeth Hospital - Hospital Authority | 4,060 |
| 25 | Baptist Oi Kwan Social Service | 4,009 |
| 26 | Hong Kong Red Cross | 3,807 |
| 27 | The Scout Association of Hong Kong - The Friends of Scouting | 3,348 |
| 28 | The Young Men's Christian Association of Hong Kong | 3,218 |
| 29 | The Hong Kong Society for Rehabilitation | 2,959 |
| 30 | Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union | 2,709 |
| 31 | Farida Hair & Beauty Education Centre | 2,642 |
| 32 | Hong Kong St. John Ambulance | 2,597 |
| 33 | Hong Kong Federation of Women's Centres | 2,413 |
| 34 | Hong Kong Workers' Health Centre Limited | 2,257 |
| 35 | Hong Kong Sheng Kung Hui Welfare Council | 1,777 |
| 36 | College of Nursing, Hong Kong | 1,647 |
| 37 | Aberdeen Kai-fong Welfare Association Limited | 1,527 |
| 38 | The Industrial Evangelistic Fellowship Limited | 1,509 |

| | Training body | Funding (in \$'000) |
|----|--|------------------------|
| 39 | Princess Margaret Hospital | 1,410 |
| 40 | Kwai Chung Hospital - Hospital Authority | 1,406 |
| 41 | Yang Memorial Methodist Social Service | 1,330 |
| 42 | Hong Kong Outlying Islands Women's Association Limited | 1,201 |
| 43 | Hong Kong Association of Gerontology | 1,054 |
| 44 | Lingnan Institute of Further Education | 1,005 |
| 45 | Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong | 821 |
| 46 | School of Continuing and Professional Studies, The Chinese University of Hong Kong | 783 |
| 47 | Hongkong School of Commerce | 740 |
| 48 | HKIEd School of Continuing and Professional Education Limited | 645 |
| 49 | HKMA College of Further Education | 490 |
| 50 | The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions | 460 |
| 51 | Hong Kong Rehabilitation Power | 459 |
| 52 | YMCA College of Careers | 458 |
| 53 | Hong Kong Travel & Tourism Training Centre Limited | 352 |
| 54 | Clothing Industry Training Authority | 316 |
| 55 | Hong Kong Federation of Handicapped Youth | 310 |
| 56 | The Mental Health Association of Hong Kong | 267 |
| 57 | The Neighbourhood Advice-Action Council | 231 |
| 58 | Hong Kong Productivity Council | 218 |
| 59 | The Hong Kong Federation of Youth Groups | 200 |
| 60 | Youth Outreach | 183 |
| 61 | Leo Hair & Beauty Training Centre | 170 |
| 62 | Hong Kong Federation of Women Limited | 164 |
| 63 | Hong Kong Electrical & Mechanical College (Evening School) | 158 |
| 64 | New Life Psychiatric Rehabilitation Association | 151 |
| 65 | Richmond Fellowship of Hong Kong | 133 |
| 66 | Hospital & Clinic Nurses Association | 111 |
| 67 | Electronic Communication Technical Staff Union | 104 |
| 68 | Management Society for Healthcare Professionals | 82 |
| 69 | Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union | 77 |
| 70 | Union of Hong Kong Electrical and Mechanical Engineering Assistants | 64 |
| 71 | Fire and Security Engineering Employees Association | 64 |
| 72 | Travel Industry Council of Hong Kong | 62 |
| 73 | Hong Kong Ballroom Dancing Council Limited | 40 |
| 74 | Association for Engineering and Medical Volunteer Services | 37 |
| 75 | Occupational Safety and Health Council | 29 |
| 76 | The Hong Kong Association of Hair Design | 25 |

| | Training body | Funding (in \$'000) |
|----|---|------------------------|
| 77 | Ming Salon Limited | 24 |
| 78 | Hong Kong Air-Conditioning and Refrigerating Trades Workers General Union | 16 |
| 79 | Eating Establishment Employees General Union | 2 |

(v) Funding⁵ allocated to training bodies for the organisation of training courses in 2012-13:

| | Training body | Funding (in \$'000) |
|----|---|------------------------|
| 1 | HKCT Group Limited | 88,564 |
| 2 | Vocational Training Council | 78,648 |
| 3 | Christian Action | 41,996 |
| 4 | The Hong Kong Confederation of Trade Unions | 35,909 |
| 5 | New Territories Association Retraining Centre Limited | 35,677 |
| 6 | Caritas - Hong Kong | 34,008 |
| 7 | The Federation of Hong Kong and Kowloon Labour Unions | 32,943 |
| 8 | The Hong Kong Federation of Trade Unions | 21,706 |
| 9 | Hong Kong Young Women's Christian Association | 20,964 |
| 10 | Hong Kong Employment Development Service Limited | 17,231 |
| 11 | The Evangelical Lutheran Church of Hongkong | 15,184 |
| 12 | Yan Oi Tong Limited | 13,621 |
| 13 | KCRA Community Education Enhancement Center Limited | 12,275 |
| 14 | Hong Kong Sheng Kung Hui Lady MacLehose Centre | 12,105 |
| 15 | Hong Kong Association for Democracy and People's Livelihood | 11,564 |
| 16 | Heung To College of Professional Studies | 11,518 |
| 17 | St. James' Settlement | 9,186 |
| 18 | Methodist Centre | 9,109 |
| 19 | Neighbourhood & Worker's Service Centre | 8,843 |
| 20 | The Society of Rehabilitation and Crime Prevention, Hong Kong | 6,490 |
| 21 | S. K. H. Holy Carpenter Church Community Centre | 5,548 |
| 22 | School of Continuing and Professional Education, City University of Hong Kong | 4,750 |
| 23 | Baptist Oi Kwan Social Service | 4,498 |
| 24 | Queen Elizabeth Hospital - Hospital Authority | 4,471 |
| 25 | Hong Kong Red Cross | 4,361 |
| 26 | Vassar International Chinese Medical Society Limited | 4,147 |
| 27 | The Young Men's Christian Association of Hong Kong | 3,900 |
| 28 | Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union | 3,775 |
| 29 | Hong Kong St. John Ambulance | 3,683 |
| 30 | Hong Kong Workers' Health Centre Limited | 3,417 |
| 31 | Hong Kong Federation of Women's Centres | 2,985 |
| 32 | The Scout Association of Hong Kong - The Friends of Scouting | 2,980 |
| 33 | The Hong Kong Society for Rehabilitation | 2,680 |
| 34 | Hong Kong Sheng Kung Hui Welfare Council | 1,926 |
| 35 | College of Nursing, Hong Kong | 1,869 |
| 36 | Princess Margaret Hospital | 1,787 |

⁵ The figures are estimated as at mid March 2013.

| | Training body | Funding (in \$'000) |
|----|--|------------------------|
| 37 | Farida Hair & Beauty Education Centre | 1,758 |
| 38 | The Industrial Evangelistic Fellowship Limited | 1,631 |
| 39 | Kwai Chung Hospital - Hospital Authority | 1,188 |
| 40 | Hongkong School of Commerce | 1,111 |
| 41 | Yang Memorial Methodist Social Service | 1,104 |
| 42 | Hong Kong Association of Gerontology | 1,051 |
| 43 | Hong Kong Outlying Islands Women's Association Limited | 998 |
| 44 | Aberdeen Kai-fong Welfare Association Limited | 982 |
| 45 | Leo Hair & Beauty Training Centre | 905 |
| 46 | Knowledge Education Centre | 783 |
| 47 | School of Continuing and Professional Studies, The Chinese University of Hong Kong | 776 |
| 48 | Hong Kong Rehabilitation Power | 769 |
| 49 | Lingnan Institute of Further Education | 755 |
| 50 | YMCA College of Careers | 653 |
| 51 | Hong Kong Federation of Handicapped Youth | 618 |
| 52 | Hong Kong Travel & Tourism Training Centre Limited | 503 |
| 53 | Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong | 422 |
| 54 | Reach Profession Training Skills Development Centre | 279 |
| 55 | Hong Kong Productivity Council | 273 |
| 56 | HKIED School of Continuing and Professional Education Limited | 252 |
| 57 | The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions | 230 |
| 58 | Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union | 218 |
| 59 | Youth Outreach | 200 |
| 60 | Richmond Fellowship of Hong Kong | 192 |
| 61 | The Hong Kong Federation of Youth Groups | 171 |
| 62 | The Hong Kong Association of Hair Design | 166 |
| 63 | New Life Psychiatric Rehabilitation Association | 156 |
| 64 | Hospital & Clinic Nurses Association | 151 |
| 65 | The Mental Health Association of Hong Kong | 150 |
| 66 | The Neighbourhood Advice-Action Council | 144 |
| 67 | Clothing Industry Training Authority | 118 |
| 68 | Hong Kong Federation of Women Limited | 110 |
| 69 | Hong Kong Electrical & Mechanical College (Evening School) | 108 |
| 70 | Eating Establishment Employees General Union | 91 |
| 71 | Ming Salon Limited | 90 |
| 72 | Hong Kong Association of Registered Tour Co-ordinators Limited | 87 |
| 73 | Electronic Communication Technical Staff Union | 87 |
| 74 | Travel Industry Council of Hong Kong | 72 |
| 75 | Hong Kong Ballroom Dancing Council Limited | 64 |

| | Training body | Funding (in \$'000) |
|----|---|------------------------|
| 76 | Union of Hong Kong Electrical and Mechanical Engineering Assistants | 48 |
| 77 | Xianggang Putonghua Yanxishe | 48 |
| 78 | CityU Professional Services Limited | 42 |
| 79 | Association for Engineering and Medical Volunteer Services | 41 |
| 80 | Management Society for Healthcare Professionals | 37 |
| 81 | Monita Hair & Beauty Academy | 36 |
| 82 | The Hong Kong School of Motoring Limited | 30 |
| 83 | Hong Kong Air-Conditioning and Refrigerating Trades Workers General Union | 29 |
| 84 | Management and Executive Development Centre, The Hong Kong Polytechnic University | 25 |
| 85 | Hong Kong & Kowloon Restaurant & Cafe Workers General Union Vocational (Day / Night) School | 22 |
| 86 | Occupational Safety and Health Council | 17 |
| 87 | Jenny Beauty College | 8 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)230

Question Serial No.

4146

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Will the Secretary inform this Committee –

- (a) How many actual training places are being offered under the pilot traineeship scheme (scheme)?
- (b) How many people, who have received training under the pilot traineeship scheme in 2012-13, have respectively rejoined the beauty care and hairdressing industries and filled up vacancies for which the trainees are qualified?

Asked by: Hon. LEUNG Kwok-hung

Reply:

The information sought is provided as follows –

- (a) A total of 890 training places will be offered under the pilot traineeship scheme in 2013-14.
- (b) Trainees under the pilot traineeship scheme are in-service practitioners / employees who are receiving training in the respective industries. During the traineeship, trainees will receive skill-based workplace training provided by their respective employers, while at the same time enrolled in related vocational education courses provided by the Vocational Training Council.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

18.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)231

Question Serial No.

3872

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

On youth employment, will the Administration offer incentives to non-governmental organisations (NGOs) for providing 12-month training and placement to the youths? If yes, please provide the specific details of these incentives. Will these incentives include a tax rebate?

Asked by: Hon. LEUNG Yiu-chung

Reply:

The Labour Department, with an approved commitment of \$33 million, has been operating a special employment project named “Action S5” (the Project) since 2010. Under the Project, NGOs are commissioned to provide 12 months’ on-the-job training to young people aged 15 to 24 with special employment difficulties due to low educational attainment, emotional/behavioural problems or learning difficulties. Funding is provided to NGOs to cover trainees’ wages and other statutory benefits. For 2012-13 (as at end-February 2013), a total of \$5.8 million was approved for 22 NGOs to pay for 129 trainees’ wages and other statutory benefits. No tax incentive is provided under the Project.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

18.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)232

Question Serial No.

3878

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme:

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

On developing human capital, the Government will inject \$15 billion into the Employees Retraining Board (ERB). Will the Government consider requiring ERB to employ more overseas trainers?

Asked by: Hon. LEUNG Yiu-chung

Reply:

As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. Funding approval will be sought from the Finance Committee of the Legislative Council in due course.

The training courses of the ERB are provided through its appointed training bodies (TBs). TBs may decide whether local or overseas trainers are necessary for conducting the respective training courses.

| | |
|------------------------|---|
| Name in block letters: | Miss Annie Tam |
| Post Title: | Permanent Secretary for Labour and Welfare |
| Date: | 18.4.2013 |

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)233

Question Serial No.

3879

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme:

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

On developing human capital, the Government will inject \$15 billion into the Employees Retraining Board (ERB). How much of the provision will be spent on trainers?

Asked by: Hon. LEUNG Yiu-chung

Reply:

As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. Funding approval will be sought from the Finance Committee of the Legislative Council in due course.

The training courses of the ERB are provided through its appointed training bodies (TBs). The ERB does not estimate the expenditure of the TBs on trainers.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

18.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)234

Question Serial No.

3880

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme:

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

On developing human capital, the Government will inject \$15 billion into the Employees Retraining Board (ERB). Which industries will be the primary targets of this capital injection?

Asked by: Hon. LEUNG Yiu-chung

Reply:

As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. Funding approval will be sought from the Finance Committee of the Legislative Council in due course.

To meet the manpower demand in various industries of the local market, ERB will continue to plan its training places by taking into account the utilisation of the training places in the past year as well as the manpower requirements and training needs of different industries as advised by its Industry Consultative Networks.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

Date:

18.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Head: 141 – Government Secretariat:
Labour and Welfare Bureau

Subhead (No. & title):

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

The public has all along requested a reform of the Continuing Education Fund (CEF) so that the ceiling for course fee reimbursement (\$10,000 at present) to each adult can be increased. The Administration has made no response so far. To provide the public with more and sustainable opportunities for self-advancement, would the Administration consult the education sector and the public in 2013-14 as to whether the ceiling for course fee reimbursement can be increased for eligible persons who study continuing education and training programmes in specific areas? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. MOK, Charles Peter

Reply:

Under CEF, each applicant may apply for reimbursement up to 80% of the fees of any CEF registered course upon successful completion of the course, capped at \$10,000. The current level of subsidy is generally considered to be sufficient, noting that the tuition fees of the majority of CEF reimbursable courses are at or below \$10,000.

Name in block letters: Miss Annie Tam

Post Title: Permanent Secretary
for Labour and Welfare

Date: 18.4.2013

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)236

Question Serial No.

5022

Head: 141 – Government Secretariat: Subhead (No. & title):
Labour and Welfare Bureau

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare

Director of Bureau: Secretary for Labour and Welfare

Question:

Albeit proposing in the Budget to inject \$15 billion into the Employees Retraining Board (ERB), the Government refuses to provide assistance to other on-the-job training channels, such as the SME Training Fund and the Continuing Education Fund. The training provided by ERB only benefits certain grass roots who need to acquire new skills through retraining but not professionals who need continuing education. What are the justifications for the huge injection to ERB? What is the target return for the \$15 billion?

Asked by: Hon. MOK, Charles Peter

Reply:

As at January 2013, the balance of ERB was \$2.19 billion which should be able to sustain the services of ERB until end-2015. In his Budget, the Financial Secretary proposed to inject \$15 billion into ERB to provide it with long-term support. We will discuss the injection arrangements, the future investment and management of the fund as well as the monitoring mechanism with ERB and other relevant parties. Funding approval will be sought from the Finance Committee of the Legislative Council in due course.

Name in block letters:

Miss Annie Tam

Post Title:

Permanent Secretary
for Labour and Welfare

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