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**Replies to initial written questions raised by Finance Committee Members in examining the Estimates of Expenditure 2014-15**

**Director of Bureau : Secretary for Labour and Welfare**

**Session No. : 17**

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**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 1107)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 51):

Regarding the Work Incentive Transport Subsidy (WITS) Scheme, would the Government inform this Committee of the following:

- (a) a breakdown of individual-based WITS applications and household-based WITS applications in 2013 by the applicant's household size, monthly household income, residential district and household asset;
- (b) the number of rejected WITS applications in 2013 and, among which, the respective number of individual-based applications and household-based applications;
- (c) the administrative cost of each application.

Asked by: Hon. CHAN Yuen-han

Reply:

The information sought is provided as follows:

- (a) In 2013, the WITS Scheme received 68 122 applications, including 23 436 individual-based applications and 44 686 household-based applications. Breakdowns of the individual-based applications by the applicant's monthly income, residential district and asset; and of the household-based applications by the applicant's household size, monthly household income, residential district and household asset are set out at Annex. For individual-based applications, the Labour Department (LD) has no information on the applicant's household size.
- (b) In 2013, 546 applications, including 255 individual-based applications and 291 household-based applications, were rejected.
- (c) In addition to processing WITS applications, the WITS Division of LD is responsible for organising publicity activities and answering public enquiries on the WITS Scheme. The administrative cost for processing each application cannot be separately accounted for.



Work Incentive Transport Subsidy Scheme

Number of individual-based applications and household-based applications received in 2013 with breakdowns by household size, monthly household income, residential district and household asset

(a) Individual-based Applications

Breakdown by monthly income

Average monthly income	No. of individual-based applications received
\$6,000 or below	9 452
Above \$6,000 - \$7,700	12 868
Above \$7,700	1 012
Information not provided by applicant	104
Total	23 436

Breakdown by residential district

District Council district	No. of individual-based applications received
Central & Western	142
Eastern	801
Southern	386
Wan Chai	79
Kowloon City	647
Kwun Tong	2 811
Sham Shui Po	1 532
Wong Tai Sin	1 683
Yau Tsim Mong	477
Islands	562
Kwai Tsing	2 304
North	1 307
Sai Kung	943
Sha Tin	1 576
Tai Po	704
Tsuen Wan	598
Tuen Mun	3 292
Yuen Long	3 520
Outside Hong Kong	64
Information not provided by applicant	8
Total	23 436

Breakdown by asset

Average monthly asset	No. of individual-based applications received
\$10,000 or below	11 571
Above \$10,000 - \$30,000	5 313
Above \$30,000 - \$50,000	3 174
Above \$50,000 - \$70,000	2 077
Above \$70,000 - \$75,000	401
Above \$75,000	863
Information not provided by applicant	37
Total	23 436

(b) Household-based Applications

Breakdown by household size

Household size	No. of household-based applications received
1 person	4 000
2 persons	13 897
3 persons	12 930
4 persons	10 422
5 persons	2 586
6 persons or above	851
Total	44 686

Breakdown by monthly household income

Average monthly household income	No. of household-based applications received
\$6,000 or below	5 118
Above \$6,000 - \$8,000	7 766
Above \$8,000 - \$10,000	10 005
Above \$10,000 - \$12,000	9 383
Above \$12,000 - \$14,000	7 195
Above \$14,000 - \$16,000	3 735
Above \$16,000 - \$18,000	1 018
Above \$18,000 - \$20,000	168
Above \$20,000	129
Information not provided by applicant	169
Total	44 686



Breakdown by residential district

District Council district	No. of household-based applications received
Central & Western	326
Eastern	1 625
Southern	795
Wan Chai	173
Kowloon City	1 634
Kwun Tong	6 884
Sham Shui Po	3 701
Wong Tai Sin	3 158
Yau Tsim Mong	1 192
Islands	1 043
Kwai Tsing	4 679
North	2 246
Sai Kung	1 557
Sha Tin	3 026
Tai Po	1 175
Tsuen Wan	1 274
Tuen Mun	4 565
Yuen Long	5 354
Outside Hong Kong	262
Information not provided by applicant	17
Total	44 686

Breakdown by household asset

Average monthly household asset	No. of household-based applications received
\$10,000 or below	16 014
Above \$10,000 - \$30,000	10 273
Above \$30,000 - \$50,000	5 810
Above \$50,000 - \$70,000	4 234
Above \$70,000 - \$90,000	2 782
Above \$90,000 - \$110,000	1 906
Above \$110,000 - \$130,000	1 280
Above \$130,000 - \$150,000	927
Above \$150,000 - \$170,000	582
Above \$170,000 - \$190,000	379
Above \$190,000	401
Information not provided by applicant	98
Total	44 686

**CONTROLLING OFFICER'S REPLY**

<b>LWB(L)002</b>
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**(Question Serial No. 2534)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 49):

Please provide the following information:

- (a) the number of cases confirmed as occupational diseases (a breakdown by patients' industry, occupation and type of diseases) in 2013 in Hong Kong; and
- (b) whether targeted publicity measures will be enhanced in 2014-15 to raise the awareness of occupational safety and health of employees in various industries so as to minimise their risk of suffering from occupational diseases? If yes, what are the details and estimated expenditure? If no, what are the reasons?

Asked by: Hon. CHAN Yuen-han

Reply:

The information sought is provided as follows:

- (a) There were a total of 198 confirmed occupational diseases in Hong Kong in 2013. The most common occupational diseases were tenosynovitis of the hand or forearm, tuberculosis in health care workers, occupational deafness and pneumoconiosis. Breakdowns of the number of these cases involving the first two above-mentioned diseases by occupation and that of the third above-mentioned disease by work process are provided below:
  - (i) Tenosynovitis of the hand or forearm

<b>Occupation</b>	<b>No. of cases</b>
Professionals	3
Technicians and associate professionals	2
Clerical support workers	7
Services and sales workers	10
Craft and related trades workers	5
Elementary occupations	11
<b>Total</b>	<b>38</b>

(ii) Tuberculosis in health care workers

<b>Occupation</b>	<b>No. of cases</b>
Professionals	3
Technicians and associate professionals	3
Services and sales workers	1
<b>Total</b>	<b>7</b>

(iii) Occupational deafness

<b>Work process</b>	<b>No. of cases</b>
Rock grinding, chiseling, cutting or percussion	28
Metal grinding	16
Working near internal combustion engines, turbines, pressurized fuel burners or jet engines	13
Using routing, planing, circular sawing machines or automatic lathes	3
Abrasive blasting operation	2
High speed web-fed offset printing	1
Metal percussion	1
Weaving or spinning	1
<b>Total</b>	<b>65</b>

For Pneumoconiosis, there were 70 cases in 2013. A breakdown by industry is not yet available.

- (b) The Labour Department (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 2014-15, LD will continue to promote the prevention of musculoskeletal diseases among office personnel, catering workers, transport workers and retail workers, and the prevention of pneumoconiosis and occupational deafness in collaboration with the Occupational Safety and Health Council, Pneumoconiosis Compensation Fund Board and Occupational Deafness Compensation Board. LD will also continue to promote healthy lifestyle among professional drivers through various activities including group counselling by professional exercise trainer and dietitian, and will extend the programme to construction site workers. In view of the increasing number of construction projects involving compressed air work, LD will enhance the promotion of compressed air illnesses prevention. These promotional activities are part of LD's occupational safety and health programme and the expenditure and manpower involved cannot be separately identified.

**CONTROLLING OFFICER'S REPLY****(Question Serial No. 2535)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 50):

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 2013-14? Please set out the figures by gender, age, educational attainment, occupation, mode of employment, salary and weekly working hours; and
- (b) In 2014-15, 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. CHAN Yuen-han

Reply:

The information sought is provided as follows:

- (a) In 2013, LD received 677 registrations from job seekers with ex-mental illness who were fit for open employment. Breakdowns of the number of registrations by gender, age and educational attainment are provided in the tables below respectively:

By gender

Gender	No. of registrations
Male	338
Female	339
Total	677

By age

Age group	No. of registrations
15 - below 20	6
20 - below 30	146
30 - below 40	212
40 - below 50	215
50 - below 60	88
60 and above	10
Total	677

By educational attainment

Educational attainment	No. of registrations
Primary level	33
Secondary level	468
Post secondary / University	176
Total	677

In 2013, LD achieved 614 placements for job seekers with ex-mental illness. Breakdowns of the number of placements by gender, age, educational attainment, occupation and monthly earnings are provided as follows :

By gender

Gender	No. of placements
Male	289
Female	325
Total	614

By age

Age group	No. of placements
15 - below 20	8
20 - below 30	138
30 - below 40	183
40 - below 50	213
50 - below 60	58
60 and above	14
Total	614

By educational attainment

Educational attainment	No. of placements
Primary level	23
Secondary level	456
Post secondary / University	135
Total	614

By occupation

Occupation	No. of placements
Managers and administrators	5
Professionals and associated professionals	12
Clerical support workers	116
Service workers	119
Shop sales workers	235
Agricultural and fishery workers	1
Craft and related workers	1
Plant and machine operators and assemblers	3
Elementary occupations	122
Total	614

By monthly earnings

Monthly earnings	No. of placements
Below \$3,000	242
\$3,000 - below \$4,000	76
\$4,000 - below \$5,000	58
\$5,000 - below \$6,000	44
\$6,000 - below \$7,000	43
\$7,000 - below \$8,000	58
\$8,000 - below \$9,000	41
\$9,000 - below \$10,000	27
\$10,000 or above	25
Total	614

LD does 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 service 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 provide more openings and employment support for persons with disabilities through the provision of an allowance. LD has been implementing enhancement measures of WOPS since June 2013. With the enhancements, the allowance payable to employers has been increased. An eligible employer who employs a person with disabilities having employment difficulties may apply for an allowance equivalent to the amount of actual salary paid to the employee with disabilities less \$500 per month during the first two months of employment, subject to a monthly ceiling of \$5,500. After the first two months, the employer may apply for an allowance equivalent to two-thirds of the actual salary paid to the employee concerned, subject to a ceiling of \$4,000 per month, and for a maximum payment period up to six months. In 2014-15, LD will continue to promote WOPS to employers to encourage them to employ persons with disabilities, including the ex-mentally ill. The annual recurrent expenditure for implementing the enhanced WOPS is \$12.8 million for 2014-15. Moreover, LD will step up its public education and publicity to promote the employment of persons with disabilities. We will publicise successful employment cases to employers by producing and disseminating newsletters, newspaper supplements and videos to enhance employers' understanding of the working capabilities of persons with disabilities. In 2014-15, the recurrent expenditure for launching the promotional activities and publicity is about \$1.4 million. The above measures are implemented by existing staff of LD among their other duties and the manpower involved cannot be separately identified.

**CONTROLLING OFFICER'S REPLY****LWB(L)004****(Question Serial No. 2536)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 52):

The revised financial provision under this Programme for 2013-14 is reduced by more than 30% (32.6%) over the original estimate. What are the reasons?

Asked by: Hon. CHAN Yuen-han

Reply:

The revised provision under this Programme for 2013-14 is reduced by \$380.3 million (32.6%) owing to the lower than estimated expenditure on the following items:

Item	Decrease in Amount (\$million)
Employment programmes for the young people, middle-aged and persons with disabilities	178.8
Work Incentive Transport Subsidy Scheme	174.2
Filling of vacancies, staff increments and staff related expenses	22.1
Others	5.2
Total:	380.3



**CONTROLLING OFFICER'S REPLY**

**LWB(L)005**

**(Question Serial No. 1807)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 183):

According to the statistics from the Selective Placement Division (SPD) of the Labour Department (LD), the number of job seekers with disabilities registered and the placements made in 2013 were both lower than those in 2012. Further reduction of the numbers is estimated for 2014. Would the Administration please explain in detail the reasons for the year-on-year decrease in the numbers of job seekers with disabilities registered and the placements made?

Asked by: Hon. CHEUNG Chiu-hung, Fernando

Reply:

The employment service provided by SPD for persons with disabilities is essentially demand led. The numbers of job seekers with disabilities registered and placements made are affected by many factors, such as the state of the employment market, availability of job vacancies suitable for job seekers with disabilities registered and job preferences of job seekers with disabilities.

In 2013, the number of job seekers registered with SPD was 2 605, down by 3% from 2 686 in 2012, while the number of placements achieved by SPD was 2 461, down by 2% from 2 512 in 2012. In 2014, as the outlook for the employment market remains largely stable, we expect a similar level of service demand. The figures of 2 600 registrations and 2 400 placements anticipated for 2014 are indicators rather than targets. SPD will continue to promote our employment service to persons with disabilities and help all registered job seekers with disabilities find suitable employment.

**CONTROLLING OFFICER'S REPLY****LWB(L)006****(Question Serial No. 0081)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 35):

Regarding the wage offences, please provide information on the number of cases reported and the number of convictions against employers contravening the wage provisions in the past three years (i.e. 2011, 2012 and 2013)? What are the respective figures involving the catering, construction and import and export industries?

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The cases on wage offences reported to the Labour Department in 2011, 2012 and 2013 amounted to 686, 569 and 580 respectively. The numbers of cases involving the catering, construction and import/export industries were as follows:

Industry	2011	2012	2013
Catering	132	73	59
Construction	61	53	64
Import / Export	23	25	32

The numbers of convictions of employers for contravening wage offences in 2011, 2012 and 2013 were 876, 525 and 443 respectively. The numbers of convictions involving the catering, construction and import/export industries were as follows:

Industry	2011	2012	2013
Catering	100	48	23
Construction	153	79	55
Import/Export	51	37	104

**CONTROLLING OFFICER'S REPLY****LWB(L)007****(Question Serial No. 0082)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 36):

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. 2011, 2012 and 2013). What was the financial position of PWIF in the past three years (i.e. 2011-12, 2012-13 and 2013-14) respectively and the estimated financial position in 2014-15?

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)
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
2013	Import and export trade	11.5
	Construction	5.9
	Food and beverage service activities	4.2
	Others	26.9
	Total	48.5

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

Year	Industry	Number of applications
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
2013	Construction	356
	Food and beverage service activities	271
	Import and export trade	245
	Others	1 209
	Total	2 081

(c) Financial position of PWIF

Year	Income (\$ million)	Expenditure (\$ million)	Surplus (\$ million)
2011-12	573.8	88.4	485.4
2012-13	618.1	81.6	536.5
2013-14 (up to January 2014)	427.4	60.4	367.0
2014-15 Estimates	367.5	130.9	236.6

**CONTROLLING OFFICER'S REPLY****LWB(L)008****(Question Serial No. 0083)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 37):

Please set out in table form the number of trainees of the Youth Employment and Training Programme (YETP) and their placement rate in each of the past two years (i.e. 2011/12 and 2012/13) and in 2013/14 (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:

YETP operates on the basis of programme year, running from September each year to August of the following year. The numbers (Nos.) of trainees enrolled, trainees attending pre-employment training and trainees placed into training vacancies in the 2011/12, 2012/13 and 2013/14 programme years (up to February 2014) are as follows:

	<b>2011/12 Programme Year</b>	<b>2012/13 Programme Year</b>	<b>2013/14 Programme Year (up to February 2014)</b>
No. of trainees enrolled	9 434	8 095	3 336
No. of trainees attending pre-employment training	4 745	3 824	1 412
No. of trainees placed into training vacancies	3 341	2 758	2 050

Trainees are enrolled on a year-round basis and they can choose to participate in various activities under YETP. Some of them may attend pre-employment training and be 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, YETP office conducts a trainee development survey on trainees who have been enrolled on the programme and have completed the 12 months' support services. The results of the surveys conducted for trainees of the 2011/12 and 2012/13 Programmes showed that 72.2% and 74.8% of the respective sampled trainees were in employment at the time of survey. We have not yet conducted the survey for trainees enrolled on the 2013/14 Programme, as they will complete their 12 months' support services only after August 2014.

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

Breakdown by Industry

Industry	No. of placements		
	2011/12 Programme Year	2012/13 Programme Year	2013/14 Programme Year (up to February 2014)
Community, social and personal service	932	670	481
Construction	961	879	691
Financing, insurance, real estate and business services	244	166	178
Government sector	181	174	105
Manufacturing	128	94	46
Transport, storage and communications	318	288	272
Wholesale, retail and import/export trades, restaurants and hotels	544	453	228
Others	33	34	49
<b>Total</b>	<b>3 341</b>	<b>2 758</b>	<b>2 050</b>

Breakdown by Occupation

Occupational Group	No. of placements		
	2011/12 Programme Year	2012/13 Programme Year	2013/14 Programme Year (up to February 2014)
Associate professionals	331	242	225
Clerical support workers	601	440	275
Craft and related works	1 233	1 154	945
Elementary occupations	5	4	51
Plant and machine operators and assemblers	47	41	23
Sales workers	537	395	237
Service workers	567	469	291
Others	20	13	3
<b>Total</b>	<b>3 341</b>	<b>2 758</b>	<b>2 050</b>

**CONTROLLING OFFICER'S REPLY****LWB(L)009****(Question Serial No. 0084)**

**Head:** (90) Labour Department

**Subhead (No. & title):** (-) Not Specified

**Programme:** (2) Employment Services

**Controlling Officer:** Commissioner for Labour (Mr. Donald TONG)

**Director of Bureau:** Secretary for Labour and Welfare

**Question (Member Question No. 38):**

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) in each of the past three years (i.e. 2011, 2012 and 2013). Please provide a breakdown by industry and job title.

**Asked by:** Hon. CHEUNG Yu-yan, Tommy

**Reply:**

The numbers of vacancies received by the Catering Centre and the Retail Centre for organising job fairs in the past three years are provided below:

<b>Year</b>	<b>The Catering Centre</b>	<b>The Retail Centre</b>
2011	48 847	56 354
2012	78 815	67 240
2013	80 736	81 888

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

<b>Job Title</b>	<b>No. of Vacancies</b>					
	<b>2011</b>		<b>2012</b>		<b>2013</b>	
	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
Waiter/Waitress	11 919	24.4%	20 366	25.8%	21 352	26.4%
Cook	6 936	14.2%	13 241	16.8%	11 925	14.8%
Shop Sales/Assistant	8 451	17.3%	11 176	14.2%	9 751	12.1%
Kitchen Helper	4 201	8.6%	7 653	9.7%	8 387	10.4%
Cleaner	2 882	5.9%	5 517	7.0%	5 813	7.2%
Bartender	2 100	4.3%	3 042	3.9%	3 238	4.0%
Branch Manager/ Shop Supervisor	2 052	4.2%	3 350	4.3%	3 218	4.0%
Dish Washer	2 198	4.5%	2 451	3.1%	2 155	2.7%
Captain	1 270	2.6%	1 300	1.7%	1 172	1.5%
Others	6 838	14.0%	10 719	13.6%	13 725	17.0%
<b>Total</b>	<b>48 847</b>	<b>100%</b>	<b>78 815</b>	<b>100%</b>	<b>80 736</b>	<b>100%</b>



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

Job Title	No. of Vacancies					
	2011		2012		2013	
	No.	%	No.	%	No.	%
Shop Sales/Assistant	29 755	52.8%	37 385	55.6%	51 262	62.6%
Storekeeper/Stock Keeper	3 269	5.8%	4 303	6.4%	5 650	6.9%
Cashier	4 508	8.0%	5 850	8.7%	5 323	6.5%
Customer Service Clerk	3 438	6.1%	3 564	5.3%	3 194	3.9%
Branch Manager/Shop Supervisor	2 311	4.1%	2 690	4.0%	2 866	3.5%
Beautician	1 183	2.1%	1 681	2.5%	2 211	2.7%
Promoter	2 874	5.1%	1 950	2.9%	2 129	2.6%
Sales Representative	3 832	6.8%	2 219	3.3%	1 720	2.1%
Packer	845	1.5%	1 008	1.5%	491	0.6%
Others	4 339	7.7%	6 590	9.8%	7 042	8.6%
<b>Total</b>	<b>56 354</b>	<b>100%</b>	<b>67 240</b>	<b>100%</b>	<b>81 888</b>	<b>100%</b>

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 0085)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 39):

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. 2011, 2012 and 2013).

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

In 2011, 2012 and 2013, employers applied to import 2 601, 5 922 and 4 110 workers respectively under SLS. The corresponding number of imported workers approved was 980, 1 942 and 1 847, representing 37.7%, 32.8% and 44.9% respectively of the number of imported workers applied for.

A breakdown of the number of imported workers applied for and approved in 2011, 2012 and 2013 by industry and job title is provided at Annexes 1 to 4.

**Number of imported workers applied for and approved  
under SLS in 2011, 2012 and 2013:  
with breakdown by industry**

Industry	Number of imported workers applied for*			Number of imported workers approved*		
	2011	2012	2013	2011	2012	2013
1. Agriculture and Fishing	502	496	688	344	507	414
2. Manufacturing	350	373	296	98	140	76
3. Construction	263	2 776	320	14	284	566
4. Wholesale, Retail and Import/ Export Trades, Restaurants and Hotels	233	302	666	65	84	76
5. Transport, Storage and Communications	95	127	178	2	0	2
6. Financing, Insurance, Real Estate and Business Services	226	414	663	3	6	8
7. Community, Social and Personal Services	932	1 434	1 299	454	921	705
Total	2 601	5 922	4 110	980	1 942	1 847

\*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 SLS in 2011:  
with breakdown by job title**

<b>Job title</b>	<b>Number of imported workers applied for</b>	<b>Number of imported workers approved</b>
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 SLS in 2012:  
with breakdown by job title**

<b>Job title</b>	<b>Number of imported workers applied for*</b>	<b>Number of imported workers approved*</b>
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 SLS in 2013:  
with breakdown by job title**

<b>Job title</b>	<b>Number of imported workers applied for</b>	<b>Number of imported workers approved</b>
1. Care Worker (Elderly Service)	1 069	651
2. Livestock/ Poultry/ Fish/ Crop Farm Worker	495	336
3. Cook	301	32
4. Gardening Worker	134	68
5. Machine Operator	113	13
6. Care Worker (Disabled Service)	82	33
7. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker	81	15
8. Fitter/ Mechanical Fitter	58	20
9. Quality Controller/ Inspector/ Control Supervisor	52	28
10. Others	1 725	651
<b>Total</b>	<b>4 110</b>	<b>1 847</b>

**CONTROLLING OFFICER'S REPLY****LWB(L)011****(Question Serial No. 0092)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question(Member Question No. 44):

It is stated under this Head that there will be an increase of 62 posts in 2014-15. 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:

<b>Grade</b>	<b>No. of Posts</b>	<b>Annual Salaries (at mid-point) in \$million</b>
Medical and Health Officer	1	1.2
Labour Officer	19	9.7
Occupational Safety Officer	17	10.5
Labour Inspector	3	0.9
Clerical Officer	15	3.7
Clerical Assistant	6	1.0
Personal Secretary	1	0.2
<b>Total:</b>	<b>62</b>	<b>27.2</b>

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

- (a) reinforcing the handling of trade union related matters;
- (b) strengthening the monitoring of employment agencies;
- (c) providing additional office administrative support to strengthen the effective implementation of Statutory Minimum Wage;
- (d) stepping up enforcement under the Employees' Compensation Ordinance by investigating suspected offences;
- (e) strengthening support for implementing the various activities endorsed by the Standard Working Hours Committee which include conducting wide public consultation and collecting comprehensive working hours statistics;



- (f) assisting in the management of the Job Vacancy Processing Centre and vetting the vacancies submitted by employers for recruitment services;
- (g) processing the increasing number of applications made under the Supplementary Labour Scheme, and offering job matching services to local job seekers on relevant job titles;
- (h) conducting inspections to workplaces/accommodation of imported workers to check employers' compliance with relevant legislation/requirements;
- (i) strengthening the monitoring of construction projects involving compressed air works, regulating work safety of major works projects, enhancing systemic safety of construction industry, and administering prosecution proceedings in connection with occupational safety; and
- (j) strengthening the regulation of mandatory safety training for persons engaged in hazardous work/operations.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)012**

**(Question Serial No. 0093)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 45):

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. 2011, 2012 and 2013).

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

In 2011, 2012 and the first three quarters of 2013, the number of industrial accidents in the food and beverage services was 7 158, 6 216 and 4 370 respectively. A breakdown by types of accidents is provided at Annex.

The amount of employees' compensation for work injuries payable in 2011, 2012 and 2013 in the food and beverage services was \$78.9 million, \$99.6 million and \$99.0 million respectively.

**Industrial Accidents in Food and Beverage Services in 2011, 2012 and  
the First Three Quarters of 2013 - by Type of Accident**

Type of Accidents	2011		2012		First three quarters of 2013		Total number of accidents	Share of total number of accidents
	Number of accidents	Share of total number of accidents	Number of accidents	Share of total number of accidents	Number of accidents	Share of total number of accidents		
Contact with hot surface or substance	1 652	23.1%	1 430	23.0%	985	22.5%	4 067	22.9%
Injured by hand tool	1 663	23.2%	1 400	22.5%	945	21.6%	4 008	22.6%
Slip, trip or fall on same level	1 182	16.5%	1 105	17.8%	766	17.5%	3 053	17.2%
Injured whilst lifting or carrying	1 180	16.5%	924	14.9%	650	14.9%	2 754	15.5%
Striking against fixed or stationary object	713	10.0%	680	10.9%	508	11.6%	1 901	10.7%
Striking against or struck by moving object	334	4.7%	326	5.2%	257	5.9%	917	5.2%
Others	434	6.0%	351 (1)	5.7%	259	6.0%	1 044 (1)	5.9%
<b>TOTAL</b>	<b>7 158</b>	<b>100.0%</b>	<b>6 216 (1)</b>	<b>100.0%</b>	<b>4 370</b>	<b>100.0%</b>	<b>17 744 (1)</b>	<b>100.0%</b>

**Notes:**

1. The figure in bracket denotes a fatal accident involving the fall of an electrician while repairing an air-conditioning plant on the roof of a catering establishment.
2. Accident statistics are released on a quarterly basis and the latest available statistics are up to the first three quarters of 2013. The accident statistics of the full year of 2013 will be released in April 2014.

**CONTROLLING OFFICER'S REPLY****LWB(L)013****(Question Serial No. 2067)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 3):

- (a) Please provide a breakdown of the number of applications to the Protection of Wages on Insolvency Fund (PWIF) by the time required to effect payment from 2009-10 to 2013-14.
- (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 2009-10 to 2013-14.
- (c) Please provide the financial position of PWIF in the past five years (i.e. 2009-10 to 2013-14) and the estimated financial position in 2014-15.

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				
	2009	2010	2011	2012	2013
4 weeks or less	5 802	3 844	3 741	2 767	1 773
More than 4 weeks to 6 weeks	676	345	106	105	79
More than 6 weeks to 8 weeks	209	98	38	15	3
More than 8 weeks to 10 weeks	30	72	1	0	0
Total	6 717	4 359	3 886	2 887	1 855

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

Year	Industry	No. of applications	Amount (\$ million)
2009-10	Food and beverage service activities	1 457	31.0
	Construction	968	30.3
	Import and export trade	923	76.9
	Motion picture, video and television programme production, sound recording and music publishing activities	385	39.5
	Manufacture of wearing apparel	314	43.2
	Other personal service activities	289	13.9
	Others	2 136	158.2
	Total	6 472	393.0
	2010-11	Food and beverage service activities	1 117
Construction		664	20.4
Other personal service activities		543	11.1
Import and export trade		391	37.5
Sports and other entertainment activities		191	8.0
Manufacture of textiles		141	19.1
Others		863	50.8
Total		3 910	170.9
2011-12	Food and beverage service activities	1 064	19.7
	Construction	537	15.3
	Retail trade	460	25.9
	Import and export trade	399	37.7
	Manufacture of food products	166	2.7
	Manufacture of wearing apparel	156	23.2
	Others	1 032	96.9
	Total	3 814	221.4
2012-13	Food and beverage service activities	671	15.7
	Import and export trade	411	44.0
	Construction	409	13.3
	Retail trade	143	9.4
	Manufacture of textiles	125	13.1
	Other manufacturing	117	12.9
	Others	563	33.1
	Total	2 439	141.5
2013-14 (up to February 2014)	Construction	300	7.2
	Food and beverage service activities	267	7.7
	Import and export trade	243	24.6
	Land transport	178	16.2
	Travel agency, reservation service and related activities	171	5.7
	Other personal service activities	163	4.3
	Others	602	57.2
	Total	1 924	122.9

The average amount of ex gratia payment made per approved application is given below.

	2009-10	2010-11	2011-12	2012-13	2013-14 (up to February 2014)
Amount	\$25,515	\$21,636	\$19,524	\$23,420	\$27,580

The Labour Department does not keep a breakdown by industry.

(c) Financial position of PWIF

Year	Income (\$ million)	Expenditure (\$ million)	Surplus (\$ million)
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	618.1	81.6	536.5
2013-14 (up to January 2014)	427.4	60.4	367.0
2014-15 Estimates	367.5	130.9	236.6

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 2069)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 5):

It is stated under the Programme that "the Standard Working Hours (SWH) Committee was set up in April 2013 with members drawn from business and labour sectors, academia, community and government. The Committee was appointed for a term of three years to follow up on the Government's Policy Study on SWH, and engage the public in informed and in-depth discussions on working hours issues." Please advise on the work progress of the SWH Committee, the expenditure involved and staff establishment.

Asked by: Hon. CHIANG Lai-wan

Reply:

Since its setting up in April 2013, the SWH Committee has been taking forward its work in four major areas, namely: (a) enhancing public understanding; (b) collection of relevant information, including working hours statistics and further research into the working hours regimes in other places; (c) adoption of an evidence-based approach for discussion on the basis of a range of relevant factors; and (d) launching public engagement and building community consensus on different options. Two working groups have been formed to specifically take charge of wide public consultation and comprehensive working hours surveys. These two working groups strive to submit reports to the SWH Committee by the end of 2014 for deliberation and formulation of its ensuing work.

In 2014-15, the estimated expenditure involved in carrying out the various activities of the SWH Committee is \$12.85 million (excluding staff cost). LD has created a total of 16 time-limited posts, comprising 13 Labour Officer grade posts and three general grade posts, to serve the SWH Committee and the related work.



**CONTROLLING OFFICER'S REPLY**

**LWB(L)015**

**(Question Serial No. 2070)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 6):

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. 2011-12, 2012-13 and 2013-14).

Asked by: Hon. CHIANG Lai-wan

Reply:

In 2011, 2012 and the first three quarters of 2013, there were respectively 3 112, 3 160 and 2 328 industrial accidents in the construction industry. The corresponding accident rate per 1 000 workers was 49.7, 44.3 and 39.3. A breakdown by types of accidents is set out at Annex.

**Industrial Accidents in Construction Industry in 2011, 2012 and  
the First Three Quarters of 2013 by Type of Accident**

Type of Accident	2011		2012		First three quarters of 2013		Total number of construction accidents	Share of total number of construction accidents
	Number of construction accidents	Share of total number of construction accidents	Number of construction accidents	Share of total number of construction accidents	Number of construction accidents	Share of total number of construction accidents		
Trapped in or between objects	106 (1)	3.4%	114 (1)	3.6%	88	3.8%	308 (2)	3.6%
Injured whilst lifting or carrying	605	19.4%	519	16.4%	349	15.0%	1 473	17.1%
Slip, trip or fall on same level	634	20.4%	719	22.8%	556	23.9%	1 909	22.2%
Fall of person from height	390 (10)	12.5%	423 (12)	13.4%	323 (6)	13.9%	1 136 (28)	13.2%
Striking against fixed or stationary object	279	9.0%	293 (1)	9.3%	230	9.9%	802 (1)	9.3%
Striking against or struck by moving object	522 (3)	16.8%	548 (2)	17.3%	441 (2)	18.9%	1 511 (7)	17.6%
Stepping on object	29	0.9%	18	0.6%	4	0.2%	51	0.6%
Exposure to or contact with harmful substance	20	0.6%	20	0.6%	8	0.3%	48	0.6%
Contact with electricity or electric discharge	6 (2)	0.2%	17 (7)	0.5%	6	0.3%	29 (9)	0.3%
Trapped by collapsing or overturning object	8 (2)	0.3%	6	0.2%	4	0.2%	18 (2)	0.2%
Struck by falling object	73 (3)	2.3%	56	1.8%	33	1.4%	162 (3)	1.9%
Struck by moving vehicle	13	0.4%	12	0.4%	12	0.5%	37	0.4%
Contact with moving machinery or object being machined	216	6.9%	234	7.4%	157	6.7%	607	7.1%
Drowning	1 (1)	0.03%	0	0%	1 (1)	0.04%	2 (2)	0.02%
Exposure to fire	11	0.4%	7	0.2%	3	0.1%	21	0.2%
Exposure to explosion	9 (1)	0.3%	4	0.1%	5	0.2%	18 (1)	0.2%
Injured by hand tool	116	3.7%	95	3.0%	64	2.7%	275	3.2%
Injured by fall of ground	1	0.03%	4 (1)	0.1%	1 (1)	0.04%	6 (2)	0.1%
Contact with hot surface or substance	20	0.6%	22	0.7%	7	0.3%	49	0.6%
Injured by animal	2	0.1%	0	0%	0	0%	2	0.02%
Others	51	1.6%	49	1.6%	36	1.5%	136	1.6%
<b>TOTAL</b>	<b>3 112 (23)</b>	<b>100.0%</b>	<b>3 160 (24)</b>	<b>100.0%</b>	<b>2 328 (10)</b>	<b>100.0%</b>	<b>8 600 (57)</b>	<b>100.0%</b>

Notes: (a) Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first three quarters of 2013. The industrial accident statistics of the full year of 2013 will be released in April 2014.

(b) Figures in brackets denote the number of industrial fatalities which has also been included in the number of accidents.

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

**CONTROLLING OFFICER'S REPLY**

**LWB(L)016**

**(Question Serial No. 2071)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 7):

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 2014-15.
- (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 2014-15, the estimated expenditure for operating the two YERCs is about \$18.3 million (excluding staff cost). The two YERCs are manned by 12 LD staff and 18 other staff provided by a non-governmental organisation through a service contract.
- (b) In 2013, 74 850 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 while facilitating their career planning and job search. LD evaluated the service effectiveness through opinion surveys and focus group discussions. Youth members attending the training programmes and counselling services found them useful in mapping out their career path and pursuing self-employment.
- (c) As the two YERCs still have the capacity to cope with further increase in service demand, LD has no plan to set up more YERCs at this stage. LD will continue to closely monitor the employment needs of young people and provide employment advisory services as appropriate.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)017**

**(Question Serial No. 2072)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 8):

The Employment Agencies Administration (EAA) of the Labour Department (LD) is responsible for regulating the operation of employment agencies (EAs) which provide intermediary service for foreign domestic helpers (FDHs) through licensing, regular and surprise inspection, complaint investigation and prosecution, etc. to ensure that they are operating in compliance with the law. Would the Administration please provide the following information:

- (a) What is the estimated expenditure and staff establishment of EAA in 2014-15?
- (b) How many overcharging or malpractice complaints against intermediaries placing FDHs were received by EAA in the past three years (2011-12 to 2013-14)? How did EAA deal with these complaints?
- (c) How many inspections to intermediaries placing FDHs were carried out by EAA in the past three years (2011-12 to 2013-14)? What were the types of inspection (including regular and surprise inspections)?
- (d) Does the Administration have any plan to strengthen the regulation of EAs, such as introducing an EA demerit point system?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided below :

- (a) The estimated expenditure of EAA (excluding staff cost) in 2014-15 is \$179,000. The staff establishment in 2014-15 comprises eight Labour Officer grade staff and four clerical staff.
- (b) In 2011, 2012 and 2013, EAA received 73, 77 and 194 complaints respectively against intermediaries placing FDHs. EAA conducted prompt investigation upon receipt of complaints and instituted prosecution where there was sufficient evidence.
- (c) In 2011, 2012 and 2013, EAA conducted 940, 958 and 1 013 inspections, covering both regular and surprise ones, respectively to intermediaries placing FDHs.
- (d) LD will increase manpower in 2014-15 to strengthen the monitoring of and inspection to employment agencies, which has been reflected in the staffing establishment in (a) above. We will also consider how to strengthen the present licensing mechanism with a view to introducing more stringent licensing conditions to tighten control on employment agencies.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)018**

**(Question Serial No. 2074)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 10):

In view of the ageing population and labour shortage, the community has started discussion on how to create a facilitating environment to help the retirees who are willing to get re-employed re-join the employment market and the elderly employees stay longer in the labour force. Would the Administration please advise on the details of the work to be carried out for helping the retirees re-join the employment market and the elderly employees stay longer in the labour force, and the estimated expenditure and staff establishment in 2014-2015?

Asked by: Hon. CHIANG Lai-wan

Reply:

The Labour Department (LD) provides a comprehensive range of employment services free of charge to help job seekers find work. Special counters are set up in all Job Centres to provide priority registration and job referral services 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.

LD also implements the Employment Programme for the Middle-aged (EPM) to encourage employers to employ job seekers aged 40 or above. To encourage employers to offer more job openings for middle-aged or elderly persons and provide them with on-the-job training, LD has increased the allowance payable to employers under EPM with effect from June 2013. For employers who employ a job seeker aged 40 or above in a job with on-the-job training according to the requirements under EPM and pay him/her \$6,000 or above a month, the allowance payable to the employer has been 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.

The employment services for mature job seekers are provided by existing staff among their other duties, and the manpower and staff costs involved cannot be separately identified.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)019**

**(Question Serial No. 2076)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 12):

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 2014-15.
- (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 the 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 of the Labour Department (LD) will have an establishment of 198 civil service posts and 130 non-civil service contract positions in 2014-15. The estimated expenditure for the WITS Scheme inclusive of staff cost is \$458.3 million in 2014-15.
- (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 the WITS Scheme, LD is not able to provide the number of eligible applicants and the estimated number of applicants. As at end-February 2014, the WITS Scheme had received 162 310 applications involving a gross applicant count of 174 667. A total of 165 604 applicants (gross count) had hitherto been processed and 141 943 of the applicants (gross count) were granted the subsidy totalling \$571.3 million.
- (c) LD has streamlined the application procedures and simplified the application forms of the WITS Scheme since its inception in 2011, and will continue to streamline the procedures and forms as and when appropriate.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)020**

**(Question Serial No. 2077)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 13):

Regarding the Youth Employment and Training Programme (YETP) of the Labour Department (LD), would the Administration advise this Committee on the following:

- (a) Please set out the expenditure and staff establishment for YETP under LD in 2014-2015.
- (b) Please set out the number of trainees enrolled under YETP since its inception to 2013-2014 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 YETP's inception to 2013-2014.

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) In 2014-15, the estimated expenditure for implementing YETP is \$185.2 million. A team comprising 69 LD officers will be responsible for the administration, promotion and monitoring of the service provision of YETP.
- (b) In September 2009, LD enhanced and integrated the Youth Pre-employment Training Programme (YPTP) and Youth Work Experience and Training Scheme (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 found work.

The integrated YETP operates on the basis of programme year, running from September each year to August of the following year. In the 2009/10, 2010/11, 2011/12 and 2012/13 programme years, YETP enrolled 15 543, 11 922, 9 434 and 8 095 trainees respectively. As the 2013/14 Programme will end in August 2014, the full-year figure is not yet available.

The trainees of YETP 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. LD does not have information on the training cost per person.

- (c) In the 2009/10, 2010/11, 2011/12 and 2012/13 programme years, 4 595, 4 228, 3 341 and 2 758 trainees were placed into training vacancies under YETP respectively. With the assistance of their case managers, some trainees could find jobs through their own efforts in the open market. Each year, YETP 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, 2011/12 and 2012/13 Programmes showed that 70.6%, 75.5%, 72.2% and 74.8% of the respective sampled trainees were in employment at the time of the respective surveys.

The average wages for training vacancies filled by trainees of the 2009/10, 2010/11, 2011/12 and 2012/13 Programmes were \$5,747, \$6,410 \$7,047 and \$7,457 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	2012/13 Programme Year
Community, social and personal service	1 333	1 238	932	670
Construction	758	1 073	961	879
Financing, insurance, real estate and business services	460	278	244	166
Government sector	190	190	181	174
Manufacturing	169	185	128	94
Transport, storage and communications	509	561	318	288
Wholesale, retail and import/export trades, restaurants and hotels	950	658	544	453
Others	226	45	33	34
Total	4 595	4 228	3 341	2 758



**CONTROLLING OFFICER'S REPLY****LWB(L)021****(Question Serial No. 2079)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 15):

There are 12 job centres as well as two Recruitment Centres for the Catering Industry and the Retail Industry (the Catering Centre and the Retail Centre) operated by the Labour Department (LD). Please provide the following information:

- The estimated expenditure and staff establishment of the job centres in 2014-2015.
- The total number and the average monthly number of people using the service of the job centres, as well as the unit cost.
- What standards or criteria are adopted in determining whether a new LD job centre would be set up?
- 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:

- In 2014-15, the estimated expenditure for operating the 12 job centres, including the Employment in One-stop in Tin Shui Wai, is about \$11.1 million (excluding staff cost). A breakdown of LD staff in these job centres is provided below:

<b>Post title</b>	<b>No. of staff</b>
Senior Labour Officer	1
Labour Officer	10
Assistant Labour Officer I	7
Assistant Labour Officer II	27
Clerical Officer	35
Assistant Clerical Officer	68
Clerical Assistant	7
Workman II	2
Programme Officer	6
Contract Clerk	28
<b>Total:</b>	<b>191</b>

- Job centres provide various facilities such as vacancy search terminals, computers with resume-building software and internet connection, toll-free telephones, facsimile machines and resources corners to assist job seekers find work. They also provide a wide array of employment services,

such as job referrals, employment briefings, personalised employment advisory service, and deliver various specialised employment programmes. District-based job fairs are also regularly organised in each job centre to help speed up the recruitment process of employers and facilitate job search of the job seekers. In 2013, a total of 82 748 job seekers registered for free employment services provided by LD. Nonetheless, registration is not a pre-requisite for job seekers to make use of our various facilities and services provided at job centres. Job seekers could also directly contact the employers concerned who have placed open advertisement at LD's job centres or on its website. LD does not keep statistics on the total number and average monthly number of people using the services of job centres, and cannot provide the unit costs.

- (c) & (d) To enhance the employment services to job seekers in remote district, a new job centre will be set up in Tung Chung in 2014-15. Upon commissioning of this new centre, there will be a network of 13 job centres throughout the territory and job seekers can visit any one of them for employment services. Apart from visiting the job centres, job seekers may 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 arranging 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 put in place so that job seekers can access LD's job vacancy database anytime and anywhere through smart phones or mobile reading devices. In determining whether a new job centre is to be set up, LD will take into account a host of factors such as the employment market situation and the demand for employment services. At present, there is no plan to set up more job centres other than the one being developed at Tung Chung. LD will closely monitor the service demand to provide appropriate employment support to job seekers.

**CONTROLLING OFFICER'S REPLY****LWB(L)022****(Question Serial No. 2080)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 16):

Would the Administration provide this Committee with the following information:

- (a) Please provide a breakdown, by age, gender, industry, occupation and earnings, of able-bodied job seekers who secured placements through the employment services of the Labour Department (LD) in 2013-14.
- (b) Please provide a breakdown, by gender, age, industry and occupation, of the changes in average earnings 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 2013, LD secured 156 727 placements for able-bodied job seekers. Of these, 16 718 placements were secured through the referral services of LD while 140 009 placements were made through direct application by job seekers to employers who advertised their vacancies through LD. As job seekers who found work through direct application are not required to report their placement positions to LD, LD does not have statistics on these placements. Breakdowns of the 16 718 placements secured through the referral services of LD by age, gender, industry, occupation and earnings are provided in the following four tables:

By age and gender

<b>Age</b>	<b>Male</b>	<b>Female</b>	<b>No. of placements</b>
15 - below 20	920	1 455	2 375
20 - below 30	3 598	3 842	7 440
30 - below 40	861	1 350	2 211
40 - below 50	669	1 886	2 555
50 - below 60	590	1 245	1 835
60 or above	156	146	302
<b>Total</b>	<b>6 794</b>	<b>9 924</b>	<b>16 718</b>

By industry

<b>Industry</b>	<b>No. of placements</b>
Manufacturing	907
Construction	196
Wholesale, retail and import/export trades, restaurants and hotels	9 117
Transport, storage and communications	1 044
Financing, insurance, real estate and business services	1 690
Community, social and personal services	3 315
Others (including government sector)	449
<b>Total</b>	<b>16 718</b>

By occupation

<b>Occupation</b>	<b>No. of placements</b>
Managers and administrators	116
Professionals and Associate professionals	999
Clerical support workers	3 072
Service workers	3 758
Shop sales workers	5 129
Skilled agricultural and fishery workers	41
Craft and related workers	218
Plant and machine operators and assemblers	265
Elementary occupations	3 037
Others	83
<b>Total</b>	<b>16 718</b>

By earnings

<b>Monthly earnings</b>	<b>No. of placements</b>
Below \$4,000	894
\$4,000 - below \$5,000	535
\$5,000 - below \$6,000	829
\$6,000 - below \$7,000	1 274
\$7,000 - below \$8,000	1 825
\$8,000 - below \$9,000	3 114
\$9,000 - below \$10,000	2 705
\$10,000 or above	5 542
<b>Total</b>	<b>16 718</b>

- (b) LD does not keep statistics on the average earnings of job seekers placed through the referral services of LD. However, LD has the following information on the monthly earnings of the placements secured through its referral services from 1 January to 30 April in 2011 and for the same period in 2013 (i.e. before and after the implementation of the SMW in May 2011):

<b>Monthly earnings</b>	<b>No. of placements (January – April 2011)</b>	<b>Percentage</b>	<b>No. of placements (January – April 2013)</b>	<b>Percentage</b>
Below \$4,000	804	14.8%	244	5.0%
\$4,000 - below \$5,000	176	3.3%	163	3.3%
\$5,000 - below \$6,000	593	11.0%	202	4.1%
\$6,000 - below \$7,000	940	17.3%	422	8.6%
\$7,000 - below \$8,000	1 021	18.8%	673	13.7%
\$8,000 - below \$9,000	877	16.2%	1 062	21.6%
\$9,000 - below \$10,000	451	8.3%	745	15.2%
\$10,000 or above	559	10.3%	1 397	28.5%
<b>Total</b>	<b>5 421</b>	<b>100%</b>	<b>4 908</b>	<b>100%</b>

**CONTROLLING OFFICER'S REPLY****LWB(L)023****(Question Serial No. 2082)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 18):

Would the Administration provide this Committee with the following information:

- (a) Please provide a breakdown, 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 2013-14.
- (b) Please provide a breakdown, by gender, age, industry and occupation, of the changes in average earnings 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 2013, LD secured 2 461 placements for job seekers with disabilities. Breakdowns of the placements by age, gender, industry, occupation and monthly earnings are provided in the following four tables:

By gender and age

Age group	Male	Female	No. of placements
15 - below 20	40	25	65
20 - below 30	508	355	863
30 - below 40	366	343	709
40 - below 50	246	285	531
50 - below 60	126	114	240
60 and above	36	17	53
Total	1 322	1 139	2 461

By industry

Industry	No. of placements
Manufacturing	180
Construction	25
Wholesale, retail and import/export trades, restaurants and hotels	930
Transport, storage and communication	96
Financing, insurance, real estate and business services	446
Community, social and personal services	457
Others (including government sector)	327
Total	2 461

By occupation

Occupation	No. of placements
Managers and administrators	13
Professionals and associated professionals	99
Clerical support workers	403
Service workers	568
Shop sales workers	740
Agricultural and fishery workers	5
Craft and related workers	15
Plant and machine operators and assemblers	23
Elementary occupations	585
Others	10
Total	2 461

By earnings

Monthly earnings	No. of placements
Below \$3,000	750
\$3,000 - below \$4,000	309
\$4,000 - below \$5,000	197
\$5,000 - below \$6,000	166
\$6,000 - below \$7,000	268
\$7,000 - below \$8,000	326
\$8,000 - below \$9,000	207
\$9,000 - below \$10,000	146
\$10,000 or above	92
Total	2 461

- (b) LD does not keep statistics on the average earnings of job seekers placed through the referral services of LD. A breakdown of the placements for job seekers with disabilities by monthly earnings from 1 January to 30 April in 2011 and 2013 (i.e. before and after the implementation of the SMW in May 2011) is provided below:

Monthly earnings	No. of placements (January – April 2011)	Percentage	No. of placements (January – April 2013)	Percentage
Below \$3,000	227	34.1%	291	32.6%
\$3,000 - below \$4,000	78	11.7%	122	13.7%
\$4,000 - below \$5,000	76	11.4%	69	7.7%
\$5,000 - below \$6,000	82	12.3%	71	7.9%
\$6,000 - below \$7,000	107	16.1%	106	11.9%
\$7,000 - below \$8,000	62	9.3%	108	12.1%
\$8,000 - below \$9,000	26	3.8%	68	7.6%
\$9,000 - below \$10,000	3	0.5%	37	4.1%
\$10,000 or above	5	0.8%	21	2.4%
<b>Total</b>	<b>666</b>	<b>100%</b>	<b>893</b>	<b>100%</b>



**CONTROLLING OFFICER'S REPLY****LWB(L)024****(Question Serial No. 2083)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 20):

Regarding the consultation and conciliation cases and claims handled by the Labour Department (LD) in 2013-14, please provide a breakdown of the figures by cause.

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

In 2013, LD conducted 66 928 consultation meetings. LD does not keep a breakdown of these meetings by cause.

In 2013, a total of 17 515 claims (i.e. cases involving 20 or less employees) were handled by LD, broken down by cause as follows:

<b>Cause</b>	<b>No. of claims</b>
Termination of contract	8 744
Non-payment of wages	5 126
Non-payment of holiday pay / annual leave pay / rest day pay / sickness allowance	1 830
Cessation of business / insolvency	161
Retrenchment / lay-off	71
Variation of terms of employment contract	55
Others	1 528
<b>Total</b>	<b>17 515</b>

Of the 17 515 claims, LD rendered conciliation service to 16 957 cases. For the remaining 558 cases, either the employers were insolvent or one of the parties concerned could not be reached for conciliation. LD does not keep a breakdown of these conciliated cases by cause.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)025**

**(Question Serial No. 2085)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (1) Labour Relations  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 22):

It is stated under this Programme that the Administration will introduce a bill on providing paid paternity leave to working fathers with newborn children in the 2013/14 legislative session. Would the Administration advise this Committee on the preparatory work and progress on legislating for the provision of paternity leave as well as the follow-up action after the legislation has been enacted?

Asked by: Hon. CHIANG Lai-wan

Reply:

The Administration has completed the drafting of the Employment (Amendment) Bill 2014 and introduced it into the Legislative Council on 26 March 2014. The Bill, which seeks to make three days' paid paternity leave a statutory benefit for working fathers under the Employment Ordinance, is currently under the scrutiny of the Legislative Council.

Upon the Bill's passage and coming into operation, the Labour Department (LD) will conduct various promotional and publicity activities for employers, employees and relevant bodies to enhance their awareness and understanding of this new statutory employees' benefit. LD will also provide consultation service to individual employers and employees on their specific rights and obligations concerning statutory paternity leave. LD will review the implementation of statutory paternity leave one year after its coming into operation.

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 2086)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 23):

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) What is the staff establishment of EOS and the expenditure involved in 2014-15?
- (b) The specific details of work of EOS in 2013-14 including the number of job seekers registered, job vacancies obtained, job referrals made, placements secured and recruitment activities organised.
- (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) In 2014-15, EOS will have an establishment of 23 staff. In addition, a non-governmental organisation will provide 13 staff through a service contract for rendering case management services. The estimated expenditure for operating EOS is about \$8.9 million (excluding staff cost).
- (b) EOS provides free recruitment and employment services to employers and job seekers respectively. Apart from providing a full range of self-help job search facilities and employment services regularly available at 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, and recipients of the Comprehensive Social Security Assistance (CSSA) referred by the Social Welfare Department (SWD). In addition, EOS co-organises with the Employees Retraining Board training activities for enhancing the job search skills of job seekers.

In 2013, EOS recorded 71 652 visitors and 9 575 registered job seekers. Case management and employment support services were provided to 1 100 job seekers with special employment difficulties, including 1 059 unemployed able-bodied CSSA recipients referred by SWD and 41 job seekers. A total of 54 028 job vacancies were received from employers in the Yuen Long District including TSW, and 76 job fairs were organised at EOS.

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 2013, EOS made 7 206 job referrals and secured 2 150 placements through referral services. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers who have found work through direct application are not required to report their placement positions to LD.

- (c) LD has 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. LD is now conducting a review on the overall effectiveness and performance of EOS.
- (d) Based on the assessment of the overall effectiveness of EOS, LD will consider whether, and if so how, the EOS service model should be extended to other districts.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)027**

**(Question Serial No. 2088)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 25):

Please provide the following information about 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 2014-15.
- (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 2013-14 and what were the investigation results?
- (c) What was the total number of inspections conducted by LD for enforcing the MWO in 2013-14 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 2014-15 is \$3.25 million. The publicity activities will be organised as part of our various tasks. The manpower involved is absorbed by LD and cannot be separately accounted for.

Consultation service and inspections for SMW are undertaken by staff among their other consultation and enforcement responsibilities. The manpower and expenditure incurred for SMW are absorbed by LD and cannot be separately accounted for.

- (b) In 2013, LD held 376 SMW-related consultation meetings with enquirers. LD also received 62 complaints against employers' non-compliance with the MWO. Follow-up actions on all these complaints confirmed that employees of most cases had received SMW or had subsequently recovered the shortfall of wages.
- (c) In 2013, LD conducted 47 801 workplace inspections to establishments of various trades to check, amongst others, employers' compliance with the MWO. Including reported cases, 20 cases involving suspected violations of the MWO were detected. Follow-up actions on all such cases confirmed that employees of most cases had received SMW or recovered the shortfall of wages. LD issued four warnings to employers suspected to have contravened the MWO and secured one conviction for under-payment of SMW.

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 2089)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 26):

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

- (a) the expenditure and manpower for EPM under the Labour Department (LD) in 2014-15;
- (b) the number of applicants and their age as well as the number of placements since its inception up to 2013-14;
- (c) a breakdown by average wage and industry as well as the length of employment of participants under EPM since its inception up to 2013-14; and
- (d) whether the Administration 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 2014-15, the estimated expenditure for EPM is around \$11.9 million. EPM is implemented by staff of various job centres among their other duties, and the manpower involved cannot be separately identified.
- (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 submit applications to LD in order to participate in EPM. LD 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 2013, 58 344 middle-aged job seekers were placed into employment under EPM.
- (c) & (d) LD does not have a breakdown of placements under EPM by salary range and industry prior to 2006. A breakdown of the placements under EPM by salary range and industry since 2006 is provided as follows:

By salary range

Salary range	No. of placements							
	2006	2007	2008	2009	2010	2011	2012	2013
Below \$5,000	1 914	1 413	387	305	202	61	46	23
\$5,000 - below \$7,000	5 431	4 476	3 231	1 957	1 867	945	447	234
\$7,000 or above	2 389	2 593	2 637	1 745	1 861	1 828	2 007	2 305
<b>Total</b>	<b>9 734</b>	<b>8 482</b>	<b>6 255</b>	<b>4 007</b>	<b>3 930</b>	<b>2 834</b>	<b>2 500</b>	<b>2 562</b>

By industry

Industry	No. of placements							
	2006	2007	2008	2009	2010	2011	2012	2013
Real estate and business services	2 510	2 014	1 383	884	926	676	540	579
Community, social and personal services	2 234	1 902	1 243	557	503	463	497	468
Manufacturing	1 210	1 204	868	499	494	403	318	275
Wholesale and retail	801	701	557	494	454	347	296	400
Import and export trades	639	539	473	422	437	316	184	142
Restaurant and hotel	558	530	471	303	284	168	155	317
Construction	501	505	312	241	189	100	135	72
Transport, storage and communications	285	253	311	181	186	85	91	102
Others	996	834	637	426	457	276	284	207
<b>Total</b>	<b>9 734</b>	<b>8 482</b>	<b>6 255</b>	<b>4 007</b>	<b>3 930</b>	<b>2 834</b>	<b>2 500</b>	<b>2 562</b>

With a view to assessing the effectiveness of EPM, LD conducts retention surveys regularly to obtain information on the retention status of job seekers placed into employment under EPM. According to a recent retention survey conducted in August 2013, about 77% of the cases were able to achieve a retention period of four months or above and 62% could remain in employment for six months or more.

To safeguard equal opportunities in employment, LD has been encouraging employers to consider talent, not age in recruitment and employment. LD has published the “Practical Guidelines for Employers on Eliminating Age Discrimination in Employment” for employers and employment agencies. Promotional activities are carried out by way of placing Announcements in the Public Interest and advertisements on electronic media (e.g. television, radio, etc.) as well as publishing and distributing guidelines and leaflets. LD will continue its 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.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)029**

**(Question Serial No. 2090)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 27):

It is stated under the 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 respective number of breaches of the Employment Ordinance (EO) by FDHs and employers as well as the category of the offences committed in the past three years;
- (b) Are there any strategies, measures or inspections to reduce non-compliance of the EO by FDHs and employers?

Asked by: Hon. CHIANG Lai-wan

Reply:

The information sought is provided as follows:

- (a) The number of FDH employers convicted of offences under the EO in 2011, 2012 and 2013 was 3, 5 and 3 respectively. The offences were related to late payment or non-payment of wages, holiday offence and default on the award of the Labour Tribunal (LT). No FDH was convicted of offences under the EO from 2011 to 2013.
- (b) LD attaches great importance to protecting the rights and benefits of FDHs and encourages FDHs to report their cases to LD if they consider their rights and entitlements under the EO have been infringed. FDHs can also make use of LD's free conciliation service and seek adjudication from LT. Apart from assisting FDHs to pursue their claims through conciliation, LD investigates suspected offence cases. Prosecution action will be taken against the offending employers when there is sufficient evidence.

In addition, LD undertakes various promotional activities targetting FDHs and their employers to ensure that they are aware of relevant provisions in the EO and the consequences of non-compliance. These activities include producing practical guides, leaflets and posters in different languages including FDHs' mother languages, and staging roving exhibitions to promote the relevant provisions, producing a leaflet specifically for employers, placing advertisements in newspapers read by FDHs, and broadcasting Announcement in the Public Interest on radio. Relevant publicity materials in different languages are provided to the concerned consulates, FDH groups and non-governmental organisations, and are uploaded to LD's website for public viewing. Apart from talks and seminars organised with the concerned consulates for FDHs, information kiosks are also staged at FDHs' popular gathering places to screen a publicity video and distribute information packs with useful reference materials. The publicity video is also screened on MTR trains and buses.



**CONTROLLING OFFICER'S REPLY****LWB(L)030****(Question Serial No. 2092)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 28):

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 are the specific work details of as well as the expenditure and staff establishment involved in combating illegal employment in 2014-15?
- (b) What were the numbers of cases of illegal employment, employers and illegal workers involved in the past three years (2011-12 to 2013-14)?
- (c) 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 2014-15, LD will continue to mount intelligence-based joint operations with the Police and ImmD to raid establishments suspected to have been involved in illegal employment. LD will also launch territory-wide publicity activities through various channels to enhance public awareness of the serious consequences of employing illegal workers and encourage the reporting of suspected offences.

Combating illegal employment is part of the duties of the labour inspectors who are responsible for enforcing various labour laws. The expenditure and staff establishment involved in combating illegal employment cannot be separately identified. An amount of \$170,000 is earmarked for publicity against illegal employment in 2014-15.

- (b) The number of cases of suspected illegal employment detected by LD and the numbers of employers and illegal workers involved in the past three years are tabulated as follows:

	2011	2012	2013
Number of cases of suspected illegal employment detected	220	269	215
Number of employers involved	132	166	169
Number of illegal workers involved	355	512	312

(c) LD has not detected any noticeable changes in illegal employment activities since the implementation of MWO.

**CONTROLLING OFFICER'S REPLY****LWB(L)031****(Question Serial No. 2093)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

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

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 29):

Regarding the tackling of 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 2014-15.
- (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 the past three years (2011-12 to 2013-14), and the number of successful convictions.
- (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) Staff responsible for detecting false self-employment also enforce various labour laws. The manpower and expenditure involved in tackling false self-employment cannot be separately identified.
- (b) In the past three years, the number of complaints on false self-employment handled is as follows:

Year	No. of complaints handled
2011	4
2012	13
2013	21

In 2012, there was one prosecution taken out but the party involved was not convicted. For other complaints on false self-employment, no prosecution was taken out as there was either no detected offence, no employee willing to act as prosecution witness or insufficient evidence.

- (c) As an ongoing effort, LD has been educating members of the public on the difference in the rights and benefits between an employee and a self-employed person. With the implementation of the Minimum Wage Ordinance (MWO) on 1 May 2011, LD has strengthened our educational and publicity efforts on false self-employment through television and radio Announcements in the Public Interest, leaflets, promotional materials, posters, feature articles, advertisements on public transport, talks and roving exhibitions. The number of claims involving false self-employment filed with LD since the implementation of the MWO is about one percent of all the claim cases received. This is similar to the position before the commencement of the MWO.

On the other hand, LD has rigorously conducted workplace inspections to low-paying sectors to deter breaches of labour laws, including false self-employment cases, since the implementation of the MWO. 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. LD will continue to promptly investigate all complaints received and take out prosecution whenever there is sufficient evidence.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)032**

**(Question Serial No. 2094)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 30):

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 2014-15;
- (b) the expenditure and manpower involved; and
- (c) whether the Administration 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) In 2014-15, the Labour Department (LD) will, in collaboration with the Occupational Safety and Health Council, major trade associations and the labour unions concerned, organise promotional campaigns to enhance the occupational safety and health awareness of employers and employees in different industries through training courses, seminars, roving exhibitions, out-reaching promotional visits, and television and radio broadcast. LD will also conduct inspections and promotional visits to industries and workplaces in accordance with our assessment of the risks of the industries and work processes involved.
- (b) Enforcement, education and publicity programmes on occupational safety are integral parts of LD's ongoing work, and the expenditure involved cannot be separately identified.
- (c) In 2014-15, LD will launch large-scale promotional campaigns to enhance the safety awareness of employers and employees in the construction and catering industries, as the construction industry records the highest accident rate and number of fatalities, while the catering industry accounts for the largest number of accidents. LD will also publish leaflets or guidelines, and organise publicity and promotional programmes on occupational safety and health matters for other industries on a need basis.

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 2095)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 31):

Please provide the following information relating to government service contractors:

- (a) Please set out the number of workers hired by government service contractors in 2013-14, 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 own 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 pay at least the Statutory Minimum Wage (SMW) rate in engaging workers and to provide one paid rest day in every seven days for their non-skilled workers employed following the implementation of the SMW on 1 May 2011. Specifications of other service contracts are decided by the procuring bureaux and departments concerned.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)034**

**(Question Serial No. 2098)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 34):

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 2014-15? 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 provided as follows :

- (a) The Labour Department (LD) provides free and comprehensive employment services to help job seekers, including ethnic minority job seekers, find work through a network of 12 job centres, two industry-based recruitment centres, the Telephone Employment Service Centre, the Interactive Employment Service website and the numerous vacancy search terminals located throughout the territory. In addition to the wide range of employment services available for all job seekers, resource corners and special counters are set up at all 12 LD job centres to assist the ethnic minority job seekers. Tailor-made employment briefings are organised to help the ethnic minority job seekers better understand the local labour market situation and improve job search skills. Ethnic minority job seekers may also meet the employment advisors in job centres to obtain personalised job search advice, 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. Young people of ethnic minorities having employment needs may also make use of a wide range of employment advisory and support services offered under the Youth Employment and Training Programme and the two Youth Employment Resource Centres.

In 2014-15, LD will continue to canvass suitable vacancies for ethnic minority job seekers and organise two large-scale and nine district-based job fairs targeting ethnic minority job seekers to help them find work. The estimated expenditure for staging large-scale job fairs targeting ethnic minority job seekers is \$0.36 million while the expenditure for organising district-based job fairs will be absorbed within the operating costs of job centres. As the employment support services for ethnic minorities are provided by existing staff among their other duties, the manpower involved cannot be separately identified.

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 25 dedicated training courses delivered in English to eligible ethnic minorities in 2014-15. A total of 800 training places for these courses will be offered with an estimated expenditure of about \$5 million.

- (b) LD has not commissioned any studies on the employment of ethnic minorities. Nevertheless, we have been taking various measures to promote the employment of ethnic minorities. We remind employers placing vacancies with LD of the need to consider the genuine occupational qualification of the posts when specifying the language requirement. Employers are also encouraged to relax the language requirement of their vacancies as far as possible so as to facilitate the employment of ethnic minorities. We actively canvass suitable vacancies and encourage employers to hire the ethnic minorities. We organise both large-scale and district based job fairs targeting ethnic minorities to help them find work. We also actively publicise our employment services and disseminate information on job fairs to ethnic minorities through non-governmental organisations (NGOs) and the mass media serving the ethnic minorities. We also organise experience sharing sessions and invite relevant NGOs to share their knowledge of the culture of ethnic minorities with employers with a view to enhancing employers' understanding of the ethnic minorities.



**CONTROLLING OFFICER'S REPLY****LWB(L)035****(Question Serial No. 2100)**

**Head:** (90) Labour Department

**Subhead (No. & title):** (-) Not Specified

**Programme:** (2) Employment Services

**Controlling Officer:** Commissioner for Labour (Mr. Donald TONG)

**Director of Bureau:** Secretary for Labour and Welfare

**Question (Member Question No. 36):**

According to the law, all employment agencies (EAs) (including intermediaries placing foreign domestic helpers (FDHs)) are required to obtain a licence from the Labour Department (LD) before they can operate any business of employment service in Hong Kong. Would the Administration please provide the following information:

- (a) a breakdown, by “intermediaries placing FDHs” and “other EAs”, of the number of EAs in Hong Kong in the past three years (2011-12 to 2013-14).
- (b) a breakdown, by “intermediaries placing FDHs” and “other EAs”, of the number of applications for an EA licence received in the past three years (2011-12 to 2013-14) and the results of application (including the numbers of successful applications and rejected applications as well as the reasons for refusal).

**Asked by:** Hon. CHIANG Lai-wan

**Reply:**

The information sought is provided as follows:

- (a) The number of licensed EAs in Hong Kong in the past three years is provided below:

	<b>Intermediaries placing FDHs</b>	<b>Other EAs</b>	<b>Total number of EAs</b>
<b>2011</b>	1 186	1 109	2 295
<b>2012</b>	1 178	1 210	2 388
<b>2013</b>	1 253	1 317	2 570

- (b) LD does not have the breakdown by types of EAs in the number of applications for EA licence received. The number of applications for EA licence by all applicants and the result in the past three years are listed below:

	<b>No. of applications for EA licence</b>	<b>No. of successful applications</b>	<b>No. of rejected applications</b>
<b>2011</b>	460	437	23
<b>2012</b>	450	419	31
<b>2013</b>	556	513	43

The main reasons for rejection included failure in providing the information required, supporting documents or payment of licence fee, etc.

**CONTROLLING OFFICER'S REPLY****LWB(L)036****(Question Serial No. 2108)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 19):

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

- (a) The respective figures of persons with disabilities employed by government departments from 2011-12 to 2013-14:

Types of disabilities	2011-12	2012-13	2013-14
(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			
Percentage share of persons with disabilities among all government employees			

- (b) The respective figures of persons with disabilities who secured placements through the employment services of the Labour Department (LD) from 2011-12 to 2013-14:

Types of disabilities	2011-12	2012-13	2013-14
(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			

- (c) 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?

- (d) 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) The Civil Service Bureau compiles statistics on the number of persons with disabilities being employed in the Civil Service as at 31 March each year <sup>Note 1</sup>. The statistics as at 31 March 2014 are not yet available.

According to available information, the numbers of persons with disabilities in the Civil Service with breakdown by types of disabilities <sup>Note 2</sup> for 2012 and 2013 are as follows:

Types of disability	As at 31 March 2012	As at 31 March 2013
(1) Physical disability	1 750	1 729
(2) Visual impairment	462	456
(3) Hearing impairment	320	320
(4) Ex-mentally ill persons	330	348
(5) Intellectual disability	19	19
(6) Visceral disability	494	511
(7) Others (e.g. autism, speech impairment, specific learning difficulties, etc.) <sup>Note 3</sup>	16	18
Total	3 391	3 401
Percentage of strength of civil servants	2%	2%

Note

- The statistics are compiled on the basis of information available to the management of bureaux/departments (e.g. through applicants' requests for special arrangements for selection interview/test during the recruitment process, and serving officers' applications for fund to purchase technical aids to assist in their performance of duties).
  - Persons with colour blindness or defective colour perception in the Civil Service are not included in the statistics.
  - Persons with disabilities under types (4), (6), (7) and (8) set out in the question are covered under the “Others” type in the above table.
- (b) In 2011, 2012 and 2013, LD secured 2 403, 2 512 and 2 461 placements for job seekers with disabilities respectively. A breakdown of the placements by disability groups is provided as follows:

Types of disabilities	2011	2012	2013
(1) Physical impairment (including mobility restrictions)	200	225	204
(2) Visual impairment	67	68	83
(3) Hearing impairment (including speech impairment)	539	549	528
(4) Ex-mental illness	576	596	614
(5) Autism	22	67	84
(6) Special learning difficulties	10	13	18
(7) Attention deficit/hyperactivity disorder	15	20	11
(8) Intellectual disability	666	675	663
(9) Chronic illness	308	299	256
Total:	2 403	2 512	2 461

Note : LD has followed its existing categorisation of the disability groups in presenting the above statistics.

- (c) To promote the employment for persons with disabilities, thereby facilitating their self-reliance and integration into the community, the Government 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 number of employees with disabilities in their annual reports; and giving priority in procuring products and services provided by rehabilitation organisations.

As part of its recent initiatives, LWB has launched the Talent-Wise Employment Charter and Inclusive Organisations Recognition Scheme to mobilise the Government, public and private sectors to make collective efforts to further promote the employment of persons with disabilities through participation in the Scheme. A signatory to the Scheme will devise a host of sustainable measures commensurate with its mode of operation and strive for their effective implementation.

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

Acting as an employer, the Government welcomes persons with disabilities to apply for government jobs. In this connection, suitable measures are implemented to ensure that persons with disabilities will have equal access, like all other applicants, to job opportunities in the Government. Specifically, in the recruitment process, applicants 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 attend selection interview/test. Where an applicant who has indicated that he/she has a disability is invited to an interview/test, the recruiting department is required to proactively ascertain from the applicant any assistance or accommodation needed so as to facilitate him/her in attending the interview/test. After the interview/test, if an applicant with disability is found suitable by the recruitment board to carry out the duties of certain posts in a specific rank in the Civil Service, he/she may be recommended for appointment even though he/she may not be able, due to his/her disability, to perform the full range of duties of every post in the concerned rank. In addition, he/she may be given an appropriate degree of preference for appointment if he/she is found suitable for taking up the Government posts.

The Government will continue its efforts in implementing the policy and relevant measures with a view to promoting the employment of persons with disabilities in the Government.

- (d) 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. It is considered 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, positive encouragement measures will continue to be adopted 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.

**CONTROLLING OFFICER'S REPLY****LWB(L)037****(Question Serial No. 2299)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 37):

In the past five years,

- (a) how many job seekers provided with employment services by the Labour Department (LD) were Mainland new arrivals residing in Hong Kong for less than seven years, and how many of them have secured placements?
- (b) what was the expenditure involved in handling such cases, and what is the estimated expenditure in 2014-15?
- (c) what was the number of cases in which the job seekers switched to apply for the Comprehensive Social Security Assistance (CSSA) after failing to secure any placements each year? Please provide the figures in the table below.

Year	Number of Cases

Asked by: Hon. FAN Kwok-wai, Gary

Reply:

The information sought is provided as follows:

- (a) In the past five years (i.e. from 2009 to 2013), the numbers of new arrival job seekers from the Mainland registered with LD for employment services were as follows:

Year	No. of new arrival job seekers
2009	13 084
2010	9 941
2011	7 773
2012	8 354
2013	6 724

Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies at LD. The numbers of placements secured for new arrival job seekers from the Mainland through LD's referral services in 2011 to 2013 were as follows:

Year	No. of placements
2011	1 148
2012	1 082
2013	1 060

LD had not kept separate statistics on the placements secured for new arrival job seekers in 2009 and 2010.

Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers who have found work through direct application are not required to report their placement positions to LD.

- (b) The employment support services for new arrival job seekers are provided as part of the employment services for job seekers, and LD does not have a separate breakdown of expenditure involved.
- (c) LD does not collect information on whether a job seeker registered with LD for employment service has switched to apply for financial assistance under the CSSA.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)038**

**(Question Serial No. 2599)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 67):

- (a) Regarding the Supplementary Labour Scheme (SLS), would the Administration please provide the following information for the past five years:
- (i) the number of imported workers applied for and approved under SLS;
  - (ii) the nationalities of the imported workers under SLS;
  - (iii) the job titles of the imported workers under SLS; and
  - (iv) the average wage of the industries with imported workers under SLS;
- (b) Has any assessment been made of the impact on the local labour market based on the above figures, and what was the expenditure involved each year?

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) (i) In the five years from 2009 to 2013, employers applied to import 1 656, 2 340, 2 601, 5 922 and 4 110 workers respectively under SLS. The corresponding number of imported workers approved in the respective year was 797, 1 180, 980, 1 942 and 1 847.
- (ii) A breakdown of the number of imported workers in Hong Kong from 2009 to 2013 by nationality is at Annex 1.
- (iii) & (iv) Under SLS, an imported worker must be remunerated at not less than the median monthly wage of the relevant job title as promulgated by the Census and Statistics Department. A breakdown of the number of imported workers approved from 2009 to 2013 by job title and median monthly wage is at Annexes 2 to 6.
- (b) All applications under SLS are monitored by the Labour Advisory Board to ensure a reasonable balance between safeguarding the priority of local workers in filling the available job vacancies and allowing employers with genuine labour shortage to import workers.

SLS is primarily administered by the Supplementary Labour Division (SLD) of the Labour Department. Expenditure of SLD (excluding staff cost of civil service posts) from 2009-10 to 2013-14 is as follows:

<b>2009-10 (Actual)</b>	<b>2010-11 (Actual)</b>	<b>2011-12 (Actual)</b>	<b>2012-13 (Actual)</b>	<b>2013-14 (Estimate)</b>
\$0.14 million	\$0.13 million	\$0.14 million	\$0.14 million	\$0.15 million <sup>Note</sup>

Note: Excluding salaries for three contract staff totalling \$0.66 million and a one-off computer purchase at \$0.06 million.



**Number of imported workers in Hong Kong  
under SLS from 2009 to 2013:  
with breakdown by nationality**

Nationality	As at 31 December of				
	2009	2010	2011	2012	2013
Chinese	1 459	1 732	1 970	2 383	2 846
Filipino	64	49	2	1	86
Thai	12	13	11	14	20
Indian	2	7	16	16	21
Indonesian	4	2	0	0	0
Others	4	1	0	1	3
<b>Total</b>	<b>1 545*</b>	<b>1 804*</b>	<b>1 999*</b>	<b>2 415</b>	<b>2 976</b>

\* The Immigration Department does not maintain a breakdown by nationality of workers imported under SLS (Manpower Development Plan for the Textiles and Clothing Industry), which was implemented in January 2006 and shelved on 1 July 2009. Therefore, the above figures exclude such imported workers.

**Number of imported workers approved  
under 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 <sup>#</sup>
Total	797	Not applicable <sup>#</sup>

<sup>#</sup>Not applicable as many job titles were involved.

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

<b>Job title</b>	<b>Number of imported workers approved</b>	<b>Median monthly wage by year end (\$)</b>
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 <sup>#</sup>
Total	1 180	Not applicable <sup>#</sup>

<sup>#</sup>Not applicable as many job titles were involved.

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

<b>Job title</b>	<b>Number of imported workers approved</b>	<b>Median monthly wage by year end (\$)</b>
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 <sup>#</sup>
Total	980	Not applicable <sup>#</sup>

<sup>#</sup>Not applicable as many job titles were involved.

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

<b>Job title</b>	<b>Number of imported workers approved</b>	<b>Median monthly wage by year end (\$)</b>
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 <sup>#</sup>
Total	1 942	Not applicable <sup>#</sup>

<sup>#</sup>Not applicable as many job titles were involved.

**Number of imported workers approved  
under SLS in 2013:  
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)	651	9,750
2. Livestock/ Poultry/ Fish/ Crop Farm Worker	336	9,630
3. Gardening Worker	68	9,870
4. Tunnel Miner	60	27,000
5. Care Worker (Disabled Service)	33	9,750
6. Cook	32	14,200
7. Indoor Wooden Cycling Track Specialist Builder	30	24,470
8. Tunnelling Worker	30	18,000
9. Quality Controller/ Inspector/ Control Supervisor	28	20,220
10. Others	579	Not applicable <sup>#</sup>
Total	1 847	Not applicable <sup>#</sup>

<sup>#</sup>Not applicable as many job titles were involved.

**CONTROLLING OFFICER'S REPLY****LWB(L)039****(Question Serial No. 2600)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 68):

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

- (a) the respective monthly number of applicants in 18 districts in Hong Kong and the total expenditure, including the funds disbursed and the administrative cost involved, since its implementation;
- (b) the respective application success rate of 18 districts in Hong Kong and the number of applicants not granted the subsidy as well as the reasons;
- (c) the increase in the monthly number of applicants after the implementation of the "dual track" approach; and
- (d) the details of the review on the transport subsidy to be conducted in 2014-15.

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) As at end-February 2014, the WITS Scheme had received 162 310 applications involving a gross applicant count of 174 667. A monthly breakdown of the number of applicants by 18 District Council (DC) districts is set out at Annex 1. The total expenditure incurred for the WITS Scheme from April 2011 to February 2014 is provided below.

Item	Amount (\$million)
Subsidy payment	571.3
Staff cost	157.3
Operating expenses	19.1
Accommodation and related expenditure	9.4
Publicity and promotion	8.8
Total	765.9

- (b) As at end-February 2014, a total of 165 604 applicants (gross count) had hitherto been completed. Out of these, 141 943 applicants (gross count) were granted the subsidy, 21 059 applicants (gross count) had withdrawn applications, and 2 602 applicants (gross count) were not granted the subsidy. A breakdown of application success rate by DC district is set out at Annex 2. The reasons for not granting the subsidy and the respective numbers of applicants involved are provided below.

Reason	No. of applicants (gross applicant count)
Income limit being exceeded	1 116
Asset limit being exceeded	1 082
Insufficient supporting information	326
Travelling expenses not incurred in commuting to and from work	215
Applicant working less than 36 hours per month	166
Applicant being a full-time student or trainee not in employment	149
Applicant not being lawfully employed or self employed	116
On-the-job transport allowance granted under the Transport Support Scheme	11

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

- (c) Under the “dual track” approach, individual-based applications could be submitted in July 2013 at the earliest for retrospective subsidy payment from January 2013 onwards. The change in the monthly number of applicants since July 2013 is provided below.

Month	No. of applicants received (gross applicant count)	Change over the same month in preceding year
July 2013	13 468	+383.2%
August 2013	6 764	+196.3%
September 2013	5 299	+48.4%
October 2013	8 933	-15.2%
November 2013	5 047	-11.9%
December 2013	4 184	+16.8%
January 2014	13 533	+219.9%
February 2014	6 577	+209.7%

- (d) We will commence in October 2014 a comprehensive review of the WITS Scheme, including its objectives, eligibility criteria, modus operandi and effectiveness. We expect to complete the review by the first quarter of 2015.



Work Incentive Transport Subsidy Scheme

Monthly breakdown of number of applicants who submitted applications (gross applicant count)  
by DC district

DC district	No. of applicants (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 (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 (gross applicant count)					
	October 2012	November 2012	December 2012	January 2013	February 2013	March 2013
Central & Western	76	37	29	35	18	27
Eastern	397	220	133	148	86	138
Southern	188	108	56	90	44	61
Wan Chai	42	35	15	19	9	6
Kowloon City	375	195	119	165	75	150
Kwun Tong	1 547	845	512	634	258	585
Sham Shui Po	825	473	331	376	182	290
Wong Tai Sin	737	435	232	289	155	263
Yau Tsim Mong	276	146	73	110	73	112
Islands	250	151	83	101	51	86
Kwai Tsing	1 164	580	385	413	216	331
North	535	323	176	249	130	181
Sai Kung	408	201	127	166	79	146
Sha Tin	707	405	241	259	164	303
Tai Po	289	174	82	103	70	119
Tsuen Wan	303	165	123	109	52	100
Tuen Mun	1 148	537	404	439	211	392
Yuen Long	1 216	668	440	503	239	468
Outside Hong Kong	47	30	18	20	10	20
Information not provided by applicant	4	2	2	3	2	2
Total	10 534	5 730	3 581	4 231	2 124	3 780

DC district	No. of applicants (gross applicant count)					
	April 2013	May 2013	June 2013	July 2013	August 2013	September 2013
Central & Western	55	38	35	70	56	49
Eastern	307	215	138	443	265	202
Southern	162	118	72	204	116	88
Wan Chai	46	25	13	49	23	16
Kowloon City	335	193	132	361	201	164
Kwun Tong	1 293	959	586	1 859	879	715
Sham Shui Po	728	479	309	928	482	405
Wong Tai Sin	677	437	279	920	452	388
Yau Tsim Mong	215	153	96	274	161	138
Islands	192	147	81	364	180	132
Kwai Tsing	958	651	372	1 343	662	533
North	445	281	195	721	368	315
Sai Kung	342	213	117	513	251	187
Sha Tin	582	345	285	863	497	337
Tai Po	257	164	98	364	188	156
Tsuen Wan	277	171	112	378	187	134
Tuen Mun	974	586	366	1 794	813	607
Yuen Long	1 087	642	433	1 977	956	708
Outside Hong Kong	50	30	22	40	24	23
Information not provided by applicant	6	2	1	3	3	2
Total	8 988	5 849	3 742	13 468	6 764	5 299

DC district	No. of applicants (gross applicant count)					
	October 2013	November 2013	December 2013	January 2014	February 2014	Total (October 2011 – February 2014)
Central & Western	65	32	28	74	40	1 233
Eastern	330	191	140	466	218	6 412
Southern	168	78	74	239	122	3 188
Wan Chai	36	28	8	44	29	714
Kowloon City	306	203	145	472	210	5 857
Kwun Tong	1 196	694	606	1 697	845	24 739
Sham Shui Po	691	387	354	975	526	13 315
Wong Tai Sin	684	374	311	926	451	12 430
Yau Tsim Mong	202	126	115	309	167	4 210
Islands	195	115	87	306	154	4 369
Kwai Tsing	1 003	532	420	1 382	705	18 121
North	464	248	197	737	365	9 031
Sai Kung	324	194	166	518	236	6 657
Sha Tin	635	346	285	903	456	11 917
Tai Po	254	131	119	371	191	4 775
Tsuen Wan	233	136	99	379	172	4 947
Tuen Mun	1 011	558	464	1 777	789	19 387
Yuen Long	1 087	648	544	1 909	869	22 499
Outside Hong Kong	49	24	22	45	18	770
Information not provided by applicant	0	2	0	4	14	96
Total	8 933	5 047	4 184	13 533	6 577	174 667

Work Incentive Transport Subsidy Scheme

Breakdown of number of application success rate by DC district as at end-February 2014

DC district	No. of applicants with processing completed (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)	Success rate
Central & Western	1 174	920	78.4%
Eastern	6 090	5 050	82.9%
Southern	3 015	2 544	84.4%
Wan Chai	671	503	75.0%
Kowloon City	5 549	4 892	88.2%
Kwun Tong	23 610	20 650	87.5%
Sham Shui Po	12 613	10 928	86.6%
Wong Tai Sin	11 813	10 186	86.2%
Yau Tsim Mong	3 973	3 169	79.8%
Islands	4 148	3 569	86.0%
Kwai Tsing	17 166	14 866	86.6%
North	8 528	7 238	84.9%
Sai Kung	6 313	5 185	82.1%
Sha Tin	11 270	9 653	85.7%
Tai Po	4 496	3 713	82.6%
Tsuen Wan	4 690	3 796	80.9%
Tuen Mun	18 363	16 031	87.3%
Yuen Long	21 325	18 435	86.4%
Outside Hong Kong	733	615	83.9%
Information not provided by applicant	64	-	-
Total	165 604	141 943	85.7%

**CONTROLLING OFFICER'S REPLY**

**LWB(L)040**

**(Question Serial No. 2601)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 69):

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

- (a) the number of inspections conducted by the Administration in 2013-14;
- (b) the number of non-compliance cases detected by the Administration in 2013-14;
- (c) the number of warnings issued by the Administration as well as the numbers of prosecutions and convictions in 2013-14. Based on the above figures, will additional resources be allocated to conduct more educational work or inspections? If not, what are the reasons?

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) In 2013, the Labour Department (LD) conducted 47 801 workplace inspections to establishments of various trades to check employers' compliance with, among others, the Minimum Wage Ordinance (MWO).
- (b) Including reported cases, 20 cases involving suspected violations of the MWO were detected in 2013. Follow-up actions on all such cases confirmed that employees of most cases had received SMW or recovered the shortfall of wages.
- (c) In 2013, LD issued four warnings to employers suspected to have contravened the MWO, took out prosecution against two employers, and secured one conviction for under-payment of SMW. Since the implementation of SMW in May 2011, the state of compliance has been satisfactory. LD will continue to carry out publicity campaigns as well as workplace inspections, and will flexibly deploy manpower to check employers' compliance as and when necessary.

**CONTROLLING OFFICER'S REPLY****LWB(L)041****(Question Serial No. 2602)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 71):

With respect to occupational safety, would the Administration advise this Committee on the following information in the past three years:

- the number of industrial accidents (including heat stroke and fall from height) reported;
- the number of inspections conducted;
- the number of warnings issued and prosecutions taken; and
- the details of and expenditure on prevention of industrial accidents in various areas (including education, promotion, etc.)

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- The number of industrial accidents, and the corresponding number of fall-from-height accidents, in the past three years are set out below:

	2011	2012	First three quarters of 2013
Number of industrial accidents	13 658	12 547	8 878
Number of fall-from-height cases	551	549	403

(Note: The accident statistics of the full year of 2013 will be released in April 2014)

In 2011, 2012 and 2013, the Labour Department (LD) received 25, 16 and 18 notifications respectively from employers on occupational injury cases that were suspected to be related to heat stroke.

- In 2011, 2012 and 2013, LD respectively conducted 118 694, 128 821 and 123 115 inspections.
- The numbers of warnings issued and prosecutions taken in the past 3 years are set out below:

	2011	2012	2013
Number of warnings	30 537	31 498	30 496
Number of prosecutions	1 909	2 515	2 604



- (d) In 2014-15, there will be an increase of 18 posts under the “Safety and Health at Work” programme, to intensify systematic preventive and enforcement measures in the following four major areas in the construction industry: (1) strengthening the monitoring of work safety of major works projects through the creation of an additional dedicated office; (2) strengthening the monitoring of construction projects involving compressed air work through the creation of a dedicated team; (3) enhancing systemic safety of the construction industry through engagement of major project clients and promulgation of codes of practice on safe work systems and high-risk work processes; and (4) strengthening mandatory safety training for persons engaged in hazardous work/operations. The above posts will involve a full-year expenditure of about \$11.7 million.

LD will continue to launch special enforcement campaigns targeting high-risk processes in the construction industry, such as work-at-height, lifting operation and electrical works. LD will also step up publicity efforts by launching new Radio and TV Announcements in the Public Interest on work-at-height safety and running seminars and roving exhibitions to raise the safety awareness of workers. The prevention of industrial accidents in various areas, including enforcement, promotion and education, is an integral part of LD’s ongoing work on occupational safety and health, the expenditure cannot be separately identified.

**CONTROLLING OFFICER'S REPLY****LWB(L)042****(Question Serial No. 2603)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 72):

Regarding the Employees' Compensation Ordinance (ECO), would the Administration advise this Committee on:

- (a) The number of claims for compensation under ECO received in each of the past three years (a breakdown by industry);
- (b) Of the above claims, the number of successful claims for compensation in the past three years (a breakdown by industry), as well as the reasons for the unsuccessful claims; and
- (c) Of the above claims, the amount of compensation successfully claimed in the past three years (a breakdown by industry).

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- (a) In the past three years, the number of employees' compensation claims reported under the Employees' Compensation Ordinance is given below:

<b>Resulting in</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
incapacitation for <u>not</u> more than three days	15 944	16 266	16 096
incapacitation for more than three days <sup>^</sup>	41 052	40 497	39 072
Total	56 996	56 763	55 168

<sup>^</sup> 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, a breakdown by industry of the cases received is provided below:

<b>Industry</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Public Administration, Social and Personal Services	8 275	8 314	8 057
Finance and Insurance, Real Estate, Professional and Business Services	6 838	7 251	6 887
Food and Beverage Services	7 782	6 924	6 431
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 829	5 849	5 831
Transportation, Storage, Postal and Courier Services, Information and Communications	5 454	5 133	5 013
Construction	3 164	3 295	3 343
Manufacturing	2 736	2 746	2 495
Others	974	985	1 015
<b>Total</b>	<b>41 052</b>	<b>40 497</b>	<b>39 072</b>

- (b) Of the above claims resulting in incapacitation for more than three days, a breakdown of the number of claims settled in the same respective year by industry is provided below:

<b>Industry</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Public Administration, Social and Personal Services	5 049	5 014	4 865
Finance and Insurance, Real Estate, Professional and Business Services	4 360	4 479	4 269
Food and Beverage Services	5 530	5 046	4 567
Import/Export, Wholesale and Retail Trades, Accommodation Services	3 893	3 924	3 881
Transportation, Storage, Postal and Courier Services, Information and Communications	3 270	2 996	2 958
Construction	1 204	1 179	1 134
Manufacturing	1 771	1 789	1 563
Others	460	482	503
<b>Total</b>	<b>25 537</b>	<b>24 909</b>	<b>23 740</b>

Of the remaining claims that have not yet been settled, they are awaiting expiry of sick leave, assessment of permanent incapacity or court judgement.

- (c) Of the above claims resulting in incapacitation for more than three days and settlement in the same respective year, a breakdown of the amount of employees' compensation involved by industry is provided below:

<b>Industry</b>	<b>2011 (\$million)</b>	<b>2012 (\$million)</b>	<b>2013 (\$million)</b>
Public Administration, Social and Personal Services	36.0	38.3	38.8
Finance and Insurance, Real Estate, Professional and Business Services	26.0	30.5	29.6
Food and Beverage Services	28.3	27.7	29.2
Import/Export, Wholesale and Retail Trades, Accommodation Services	27.0	26.7	31.1
Transportation, Storage, Postal and Courier Services, Information and Communications	40.1	37.2	36.8
Construction	31.6	36.5	43.6
Manufacturing	17.0	15.1	15.4
Others	3.5	2.3	1.9
<b>Total<sup>#</sup></b>	<b>209.4</b>	<b>214.3</b>	<b>226.4</b>

<sup>#</sup> Figures may not add up to the totals due to rounding.

**CONTROLLING OFFICER'S REPLY****LWB(L)043****(Question Serial No. 2641)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 73):

With respect to the productivity assessment mechanism for persons with disabilities under the Minimum Wage Ordinance (Cap. 608) (MWO), would the Administration advise this Committee on:

- the number of persons undergoing the assessment since the implementation of Statutory Minimum Wage (SMW) (calculated on a yearly basis);
- the lower quartile, median, average and upper quartile of the jobs after assessment (a breakdown by industry); and
- the total cost of assessments and all the relevant details since the implementation of SMW.

Asked by: Hon. HO Chun-yan, Albert

Reply:

The information sought is provided as follows:

- Since the implementation of SMW on 1 May 2011 and up to 28 February 2014, a total of 360 assessments were completed under the MWO, with yearly breakdown provided below.

Year	No. of assessments
2011 (May to December)	170
2012	110
2013	69
2014 (January to February)	11
Total	360

- Employees with disabilities whose productivity may be impaired by their disabilities can 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 latest SMW rate in force. Of the above 360 assessments, the lower quartile, median, average and upper quartile of the assessed degree of productivity with breakdown by industry are provided below.

Industry	Assessed degree of productivity			
	Lower quartile	Median	Average	Upper quartile
Manufacturing	60%	65%	66%	71%
Import/export trade, wholesale and retail	55%	69%	69%	85%
Accommodation and food services	65%	70%	71%	79%
Transportation, storage, postal and courier services	50%	78%	74%	85%
Financing, insurance, real estate, professional and business services	70%	75%	77%	88%
Public administration, social and personal services	60%	70%	70%	80%
Others	70%	77%	78%	82%
Overall	62%	70%	71%	80%

- (c) The assessments are conducted by approved assessors remunerated by the Labour Department at the rate of \$2,000 per assessment completed. The total sum of assessment fees involved for the above 360 assessments was \$720,000.

**CONTROLLING OFFICER'S REPLY****LWB(L)044****(Question Serial No. 2777)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 40):

The Labour Department (LD) will create 62 non-directorate posts and there will be 16 directorate posts in 2014-15. Please advise on the following:

- (a) Please set out the details of the 78 posts.
- (b) What is the annual expenditure incurred for the posts created?

Asked by: Hon. IP Kwok-him

Reply:

The information sought is provided as follows:

- (a) Existing directorate posts in LD

<b>Rank</b>	<b>No. of Posts</b>
Administrative Officer Staff Grade A	1
Administrative Officer Staff Grade B	1
Administrative Officer Staff Grade C	1
Deputy Commissioner for Labour	1
Assistant Commissioner for Labour	5
Consultant (D3)	1
Consultant (D2)	1
Chief Labour Officer	3
Chief Occupational Safety Officer	2
<b>Total:</b>	<b>16</b>

Non-directorate posts to be created in LD in 2014-15

<b>Rank</b>	<b>No. of Posts</b>
Senior Medical and Health Officer	1
Labour Officer	4
Assistant Labour Officer I	2
Assistant Labour Officer II	13
Senior Divisional Occupational Safety Officer	1
Divisional Occupational Safety Officer	3
Occupational Safety Officer I	9
Occupational Safety Officer II	4
Labour Inspector II	3
Personal Secretary II	1
Clerical Officer	3
Assistant Clerical Officer	12
Clerical Assistant	6
<b>Total:</b>	<b>62</b>

- (b) The annual salaries (at mid-point) of the 62 posts to be created in 2014-15 are \$27.2 million.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)045**

**(Question Serial No. 2865)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 44):

Regarding the employment services and the labour market information provided to the “new arrivals from the Mainland”, please advise on the following:

- (a) the number of new arrivals participating in activities for disseminating labour market information and their number of placements in the past three years;
- (b) the percentage of new arrivals engaged in various industries and their wage level in the past three years.

Asked by: Hon. IP Kwok-him

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) provides a wide array of free employment services for all job seekers, including new arrivals from the Mainland (new arrivals), to help them find work. New arrival job seekers can obtain the latest vacancy information from the 12 job centres, the two industry-based recruitment centres, the Telephone Employment Service Centre, the Interactive Employment Service website (iES) and vacancy search terminals installed at various locations across the territory. LD also regularly organises district-based job fairs at job centres and large-scale job fairs in different parts of the territory to disseminate updated vacancy information to all job seekers, including new arrivals, so as to facilitate their job search. Job seekers can attend job interviews with employers on the spot at the job fairs as well.

Starting from 2013, all LD job centres provide personalised employment advisory service. New arrivals and other job seekers can meet the employment advisors at job centres to obtain job search advice and/or information on the labour market, and training and retraining courses in accordance with their needs. In 2013, 651 new arrival job seekers received personalised employment advisory service.

Since job seekers are not required to register with LD before they visit our job centres and job fairs, or make use of iES in looking for employment, LD does not have records on the number of new arrival job seekers participating in these activities/vacancy search. In 2011, 2012 and 2013, 7 773, 8 354 and 6 724 new arrivals respectively registered for LD's employment services.

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 2011, 2012 and 2013, 1 148, 1 082 and 1 060 placements were secured for new arrival job seekers respectively through LD's referral services. Currently, over 90% of the vacancies advertised through LD are open for direct application by



job seekers. Job seekers who have found work through direct application are not required to report their placement positions to LD.

- (b) Breakdowns of the placements secured for new arrival job seekers through LD's referral services by industry and earnings in the past three years (i.e. 2011, 2012 and 2013) are provided as follows:

By industry

Industry	No. of placements		
	2011	2012	2013
Manufacturing	63	60	52
Construction	18	25	17
Wholesale, retail and import/export trades, restaurants and hotels	727	655	697
Transport, storage and communications	29	50	48
Financing, insurance, real estate and business services	106	102	83
Community, social and personal services	200	186	163
Others (including government sector)	5	4	0
<b>Total</b>	<b>1 148</b>	<b>1 082</b>	<b>1 060</b>

By earnings

Monthly earnings	No. of placements		
	2011	2012	2013
Below \$4,000	106	64	34
\$4,000 - below \$5,000	47	34	25
\$5,000 - below \$6,000	84	47	47
\$6,000 - below \$7,000	207	140	97
\$7,000 - below \$8,000	274	213	141
\$8,000 - below \$9,000	257	284	236
\$9,000 - below \$10,000	74	155	231
\$10,000 or above	99	145	249
<b>Total</b>	<b>1 148</b>	<b>1 082</b>	<b>1 060</b>

**CONTROLLING OFFICER'S REPLY**

**LWB(L)046**

**(Question Serial No. 2866)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 45):

Regarding the employment services and the labour market information provided to the "ethnic minorities", please advise on the following:

- (a) the number of ethnic minorities participating in activities for disseminating labour market information and their number of placements in the past three years;
- (b) the percentage of ethnic minorities engaged in various industries and their wage level in the past three years.

Asked by: Hon. IP Kwok-him

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) provides a wide array of free employment services for all job seekers, including ethnic minorities, to help them find work. Ethnic minority job seekers can obtain the latest vacancy information from the 12 job centres, the two industry-based recruitment centres, the Telephone Employment Service Centre, the Interactive Employment Service website (iES) and vacancy search terminals installed at various locations in the territory. LD also regularly organises district-based job fairs at job centres and large-scale job fairs in different parts of the territory to disseminate updated vacancy information to job seekers, including ethnic minorities, so as to facilitate their job search. Job seekers can attend job interviews with employers on the spot at the job fairs as well.

Starting from 2013, all LD job centres provide personalised employment advisory service. Ethnic minorities and other job seekers can meet the employment advisors at job centres to obtain job search advice and/or information on the labour market, and training and retraining courses in accordance with their needs. In 2013, 158 ethnic minority job seekers received personalised employment advisory service.

Since job seekers are not required to register with LD before they visit our job centres and job fairs, or make use of iES in looking for employment, LD does not have records on the number of ethnic minority job seekers participating in these activities/vacancy search. In 2011, 2012 and 2013, 901, 981 and 787 ethnic minorities job seekers respectively registered for our employment services.

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 2011, 2012 and 2013, 72, 61 and 57 placements were secured for ethnic minority job seekers respectively through LD's referral services.

Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers who have found work through direct application are not required to report their placement positions to LD.

- (b) Breakdowns of the placements secured for ethnic minority job seekers through LD's referral services by industry and earnings in the past three years (i.e. 2011, 2012 and 2013) are provided as follows:

By industry

Industry	No. of placements		
	2011	2012	2013
Manufacturing	6	5	6
Construction	5	5	5
Wholesale, retail and import/export trades, restaurants and hotels	34	26	22
Transport, storage and communications	3	4	5
Financing, insurance, real estate and business services	9	7	10
Community, social and personal services	14	13	7
Others (including government sector)	1	1	2
<b>Total</b>	<b>72</b>	<b>61</b>	<b>57</b>

By earnings

Monthly earnings	No. of placements		
	2011	2012	2013
Below \$4,000	4	4	3
\$4,000 - below \$5,000	3	2	0
\$5,000 - below \$6,000	8	3	1
\$6,000 - below \$7,000	11	12	4
\$7,000 - below \$8,000	14	11	10
\$8,000 - below \$9,000	12	8	4
\$9,000 - below \$10,000	7	10	14
\$10,000 or above	13	11	21
<b>Total</b>	<b>72</b>	<b>61</b>	<b>57</b>

**CONTROLLING OFFICER'S REPLY****LWB(L)047****(Question Serial No. 0200)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 12):

Please provide the following information:

- the number of trade unions registered under the Trade Unions Ordinance (a breakdown by industry) and the number of trade unions newly registered in each of the past five years (i.e. 2009-2013);
- the respective number of complaints or reported allegations of discrimination against trade unions received in each of the past five years (i.e. 2009-2013) (a breakdown by type of complaints and reported cases). Of which, what was the number of substantiated cases? Were there any employers or relevant parties convicted and prosecuted? If yes, what were the penalties?
- In 2014-15, what is the number of staff responsible for handling matters related to trade unions? Will the Administration introduce any new measures to strengthen the protection for employees with regard to their participation in trade unions? If yes, what are the details and the estimated expenditure? If no, what are the reasons?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- The number of trade unions registered under the Trade Unions Ordinance as at the end of the year from 2009 to 2013 is as follows:

<b>Industry</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Public Administration	190 (4)	190 (2)	192 (2)	195 (3)	196 (1)
Transportation, Storage, Postal and Courier Services	110 (5)	114 (4)	117 (3)	119 (2)	120 (2)
Human Health and Social Work	97 (1)	96	96 (1)	99 (4)	98 (1)
Manufacturing	94 (1)	92 (1)	91	91	90 (1)
Education	65 (4)	68 (3)	71 (3)	72 (1)	76 (4)

<b>Industry</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Construction	41 (1)	43 (1)	43	45 (2)	46 (1)
Import/Export, Wholesale and Retail Trades	44	43	43	43	43
Accommodation, Food Service Activities and Work Activities Within Domestic Households	39 (2)	39	39	40 (1)	40
Administrative and Support Service Activities	32 (1)	35 (3)	37 (2)	37	37
Arts, Entertainment and Recreation	31	32 (1)	33 (1)	33	35 (2)
Information, Communications, Professional, Scientific and Technical Activities	23 (2)	24 (1)	25 (1)	26 (1)	28 (2)
Real Estate Activities, Financial and Insurance Activities	14	14	15 (2)	14	14
Agriculture, Forestry and Fishing, Electricity and Gas Supply	6	6	6	6	6
Other Service Activities	26 (1)	28 (2)	28	29 (1)	29
<b>Total</b>	<b>812 (22)</b>	<b>824 (18)</b>	<b>836 (15)</b>	<b>849 (15)</b>	<b>858 (14)</b>

Note: Figures in brackets refer to the number of trade unions newly registered in the year.

In addition, the number of trade union federations registered under the Trade Unions Ordinance as at the end of the year from 2009 to 2013 is as follows:

<b>Year</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Number of trade union federations	4	7 (3)	8 (1)	8	8

Note: Figures in brackets refer to the number of trade union federations newly registered in the year.

No industry breakdown can be provided for trade union federations because the component unions of some federations belong to different industries.

- (b) From 2009 to 2013, the number of complaints or reported allegations of discrimination against trade unions received in the year was 11, six, 11, seven and 13 respectively. In a majority of these cases, which were mostly related to allegations of unlawful and unreasonable dismissal, no further action could be taken either because no prima facie case of discrimination could be established or there was insufficient evidence for prosecution to be taken out. In a case where prosecution was taken out against an employer for an offence of anti-union discrimination, the employer was acquitted.
- (c) In 2014-15, the Registry of Trade Unions has 16 staff responsible for the administration of trade unions registration work. In 2014-15, we will continue our endeavour to safeguard employees' rights in taking part in trade union activities by investigating into all allegations of suspected anti-union discrimination. We will also pursue a proposal to amend the reinstatement and re-engagement provisions under the Employment Ordinance which, if and when enacted, should help, among others, better safeguard the interest of employees with regard to their participation in trade unions. The investigation and legislation work is conducted by existing staff who are also required to take up other duties, and therefore the manpower and staff costs involved in this particular area cannot be separately identified.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)048**

**(Question Serial No. 0201)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (1) Labour Relations  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 10):

The Administration stated that the Labour Department (LD) had commissioned the Census and Statistics Department (C&SD) 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 would be conducted in 2013-14. What are the findings of the survey and the progress of the study? When will the findings be announced? Does the Administration have any plan to legislate for the alignment of statutory holidays with general holidays to 17 days in 2014-15? If yes, what are the expenditure involved, the specific details and the legislative timetable? If no, what are the reasons?

Asked by: Hon. KWOK Wai-keung

Reply:

Based on the statistics collected from C&SD on the percentage and characteristics of employees taking statutory holidays and general holidays in Hong Kong, LD is conducting a study on the impact of increasing the number of statutory holidays on the operating cost of employers, in particular small and medium enterprises. LD will report the findings to the Labour Advisory Board and the Legislative Council Panel on Manpower upon completion of the study and seek their views. It is not appropriate to prejudge the outcome of the study and the subsequent consultation exercise at this stage.

**CONTROLLING OFFICER'S REPLY****LWB(L)049****(Question Serial No. 0800)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 74):

Would the Administration please provide the following information:

- (a) The number of fatal and injury cases occurred in construction sites in each of the past three years (i.e. 2011-13) (please provide a breakdown by occupation, cause of accident and type of injury);
- (b) The number of inspections to construction sites conducted by the Labour Department (LD) and the number of non-compliance cases detected (a breakdown by offence) in each of the past three years (i.e. 2011-13). Were there any contractors and related persons prosecuted and any suspension notices issued? If yes, please provide the relevant figures; and
- (c) In 2014-15, does the Administration have any plan to strengthen the monitoring of occupational safety in construction sites by stepping up inspection and publicity efforts, imposing heavier penalty and criminal liability, as well as reviewing the feasibility of annual check on machinery to prevent possible hazards arising from ageing machinery? If yes, what are the details and 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 fatal and injury cases in construction sites in the past three years is set out below.

	2011	2012	First three quarters of 2013
Number of fatal cases	23	24	10
Number of injury cases	3 089	3 136	2 318
Total	3 112	3 160	2 328

(Note: There were 22 fatal cases in the construction industry in 2013. The accident statistics of the full year of 2013 will be released in April 2014)

A breakdown by type of accident is provided at Annex. LD does not keep information on accidents by occupation, cause of accident and type of injury.

- (b) The number of inspections to construction sites, and the number of prosecutions taken and suspension notices issued to contractors and related persons, in the past three years are set out below.

	2011	2012	2013
Number of inspections to construction sites	56 903	63 966	61 529
Number of prosecutions taken against contractors and related persons	1 259	1 928	1 988
Number of suspension notices issued to contractors and related persons	336	683	669

The number of prosecutions on common offences of non-compliance is set out below:

Nature of Offence	2011	2012	2013
Unsafe working at height	673	889	866
Unsafe plant, machinery and system of work	291	493	514
Non-provision/ not wearing of personal protective equipment	195	336	350
Others	100	210	258
Total	1 259	1 928	1 988

- (c) In 2014-15, LD will strengthen monitoring of work safety of major works projects through the creation of an additional dedicated office; strengthen monitoring of construction projects involving compressed air work through the creation of a dedicated team; enhance systemic safety of the construction industry through engagement of major project clients and promulgation of codes of practice on safe work systems and high-risk work processes; and strengthen mandatory safety training for persons engaged in hazardous work/operations. LD will continue to launch special enforcement campaigns targeting high-risk processes in the construction industry, such as work-at-height, lifting operation and electrical works. LD will also step up publicity efforts by launching new Radio and TV Announcements of Public Interest on work-at-height safety and running seminars and roving exhibitions to raise the safety awareness of workers. As regards the penalties imposed by the court on convicted offenders, LD will continue to seek the assistance of the Department of Justice in filing reviews or appeals on warranted cases.

Enforcement and publicity programmes on occupational safety and health are integral parts of LD's ongoing work. The expenditure and manpower involved in these programmes cannot be separately identified.



**Industrial Accidents in Construction Industry in 2011, 2012 and  
the First Three Quarters of 2013 - by Type of Accident**

<b>Type of Accident</b>	<b>2011</b>	<b>2012</b>	<b>First three quarters of 2013</b>
Slip, trip or fall on same level	634	719	556
Striking against or struck by moving object	522 (3)	548 (2)	441 (2)
Injured whilst lifting or carrying	605	519	349
Fall of person from height	390 (10)	423 (12)	323 (6)
Striking against fixed or stationary object	279	293 (1)	230
Contact with moving machinery or object being machined	216	234	157
Trapped in or between objects	106 (1)	114 (1)	88
Injured by hand tool	116	95	64
Struck by falling object	73 (3)	56	33
Stepping on object	29	18	4
Contact with hot surface or substance	20	22	7
Exposure to or contact with harmful substance	20	20	8
Struck by moving vehicle	13	12	12
Contact with electricity or electric discharge	6 (2)	17 (7)	6
Exposure to fire	11	7	3
Trapped by collapsing or overturning object	8 (2)	6	4
Exposure to explosion	9 (1)	4	5
Injured by fall of ground	1	4 (1)	1 (1)
Injured by animal	2	0	0
Drowning	1 (1)	0	1 (1)
Others	51	49	36
<b>TOTAL</b>	<b>3 112 (23)</b>	<b>3 160 (24)</b>	<b>2 328 (10)</b>

## Notes:

1. Figures in brackets denote the number of industrial fatalities.
2. Accident statistics are released on a quarterly basis and the latest available statistics are up to the first three quarters of 2013. The accident statistics of the full year of 2013 will be released in April 2014.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)050**

**(Question Serial No. 0801)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services (3) Safety and Health at Work  
(4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 73):

Would the Administration please inform this Committee of the following:

- (a) The number of job vacancies in the catering industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year and job title);
- (b) The number of employed persons in the catering industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year, gender, age group, job title and nature of work (full-time/part-time));
- (c) The number of underemployed persons and the underemployment rate in the catering industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year, gender, age group and job title);
- (d) The number of unemployed persons and the unemployment rate in the catering industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year and job title);
- (e) The median wage, wage index, pay rise and weekly working hours in the catering industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year and job title);
- (f) The number of cases of occupational diseases and accidents in the catering industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year, job title, type of occupational diseases/injuries and workplace);
- (g) In 2014-15, does the Administration have any specific measures for improving the welfare benefits and working environment of the industry, so as to attract more local workers and reduce the wastage rate? If yes, what are the details and the expenditure involved? If no, what are the reasons?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided below:

- (a)-(e) Based on the information provided by the Census and Statistics Department (C&SD), the relevant statistics are listed at Annexes 1 to 4 respectively. C&SD does not collect the relevant statistics by job title.

- (f) In 2011, 2012 and the first three quarters of 2013\*, there were 7 158, 6 216 and 4 370 industrial accidents in the food and beverage services. The Labour Department (LD) does not keep information on industrial accidents by job title, type of injuries and workplace.

In 2011, 2012 and the first three quarters of 2013\*, there were 14, five and six cases of confirmed occupational diseases respectively in the food and beverage services, as reported under the Employees' Compensation Ordinance. LD does not keep information on occupational diseases by job title and workplace. A breakdown of the occupational diseases by year and type is as follows:

	<b>Musculoskeletal</b>	<b>Skin</b>	<b>Total</b>
2011	13	1	14
2012	5	0	5
First three quarters of 2013*	5	1	6

Note\*: Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first three quarters of 2013. The industrial accident statistics of the full year of 2013 will be released in April 2014.

- (g) In 2014-15, LD will continue its efforts in actively encouraging employers in the catering industry to adopt good people management practices, which include keeping the working conditions of their staff under review and seeking improvement where appropriate, organising promotional activities through the Tripartite Committee on Catering Industry and the relevant Human Resources Managers' Club. For example, briefings by exemplary employers will be arranged to share their successful experience in putting in place enlightened employment practices as a means to attracting and retaining staff. As promotion of good people management measures in various industries is an integral part of our efforts in promoting harmonious labour relations, LD does not have a separate breakdown of expenditure involved for organising these activities.

In addition, LD will continue to provide dedicated recruitment services for the catering industry through the Recruitment Centre for the Catering Industry (the Catering Centre). The Catering Centre displays a large variety of vacancies to enable efficient dissemination of vacancy information to job seekers interested in seeking catering jobs. By providing a free venue where employers can readily stage recruitment activities and job seekers can attend on-the-spot job interviews, it helps speed up the recruitment process. The Catering Centre is co-located with the Recruitment Centre for the Retail Industry and the two Recruitment Centres share the same pool of financial and manpower resources. In 2014-15, the estimated expenditure for operating the two Recruitment Centres (excluding staff cost) is around \$0.65 million and the number of staff manning the two Centres will be 15.

Separately, the Chinese Cuisine Training Institute (CCTI) established under the Vocational Training Council (VTC) provides Chinese cuisine training to nurture Chinese chefs. Building on the success of CCTI, VTC will establish the International Cuisine Institute (ICI) to provide culinary programmes of other regions, providing training for students and in-service practitioners in Hong Kong aspiring to become professional chefs proficient in international cuisines. ICI will take in first batch of students in the 2014/15 academic year.

The Government has also assisted the Chinese catering industry to set up a Qualifications Framework (QF) Advisory Committee under QF. In addition to drawing up Specification of Competency Standards for the industry, this Committee strives to attract new blood and nurture the next generation of practitioners by mapping out clear progression pathways and providing senior secondary students, teachers, etc. with the latest information about the industry through various channels.

**Number of job vacancies in the food and beverage services in 2011, 2012 and 2013**

<b>Year</b>	<b>Average number of vacancies</b>
2011 <sup>#</sup>	7 383
2012 <sup>#</sup>	10 998
2013 <sup>*</sup>	12 768

Notes: Vacancies refer to unfilled job openings which are immediately available, and for which active recruitment steps are being taken on the survey reference date.

(#) Figures refer to averages of the four quarters of the year.

(\*) Figure for 2013 Q4 is not yet available. The figure refers to average of the first three quarters of 2013.

Source: Quarterly Survey of Employment and Vacancies, Census and Statistics Department

**Number of employed persons, underemployed persons and the underemployment rate  
in the food and beverage services in 2011, 2012 and 2013:  
with breakdown by gender, age group and nature of work**

2011

	Employed persons			Underemployed persons <sup>^</sup>	Underemployment rate (%)
	Total	Full-timer <sup>#</sup>	Part-timer <sup>@</sup>		
<b>Gender</b>					
Male	112 000	104 100	7 900	2 500	2.1
Female	110 600	92 700	18 000	2 900	2.5
<b>Age Group</b>					
15-below 25	30 800	23 800	6 900	1 100	3.2
25-below 30	21 100	20 200	900	300	1.3
30-below 40	47 000	41 400	5 600	1 200	2.5
40-below 50	60 100	54 300	5 800	1 400	2.2
50-below 60	51 200	46 500	4 700	1 100	2.1
60 and above	12 300	10 500	1 800	*	*
<b>Overall</b>	222 600	196 800	25 800	5 400	2.3

2012

	Employed persons			Underemployed persons <sup>^</sup>	Underemployment rate (%)
	Total	Full-timer <sup>#</sup>	Part-timer <sup>@</sup>		
<b>Gender</b>					
Male	114 300	105 500	8 800	3 000	2.4
Female	109 800	90 300	19 500	2 100	1.9
<b>Age Group</b>					
15-below 25	30 400	23 400	7 000	1 200	3.5
25-below 30	19 500	18 300	1 200	500	2.5
30-below 40	45 000	39 800	5 200	800	1.7
40-below 50	60 900	54 000	6 800	900	1.4
50-below 60	53 200	47 200	6 000	1 400	2.5
60 and above	15 100	13 100	2 000	400	2.3
<b>Overall</b>	224 100	195 800	28 300	5 100	2.2

2013 Q1

	Employed persons			Underemployed persons <sup>^</sup>	Underemployment rate (%)
	Total	Full-timer <sup>#</sup>	Part-timer <sup>@</sup>		
<b>Gender</b>					
Male	118 500	108 900	9 600	2 600	2.1
Female	122 600	99 500	23 100	1 500	1.2
<b>Age Group</b>					
15-below 25	32 400	23 100	9 400	1 300	3.5
25-below 30	18 500	17 300	1 300	*	*
30-below 40	51 100	44 800	6 300	900	1.7
40-below 50	61 700	53 800	7 900	1 000	1.5
50-below 60	62 600	56 700	5 900	800	1.2
60 and above	14 700	12 700	2 000	*	*
<b>Overall</b>	241 100	208 400	32 700	4 100	1.6

2013 Q2

	Employed persons			Underemployed persons <sup>^</sup>	Underemployment rate (%)
	Total	Full-timer <sup>#</sup>	Part-timer <sup>@</sup>		
<b>Gender</b>					
Male	114 500	105 700	8 800	2 200	1.8
Female	122 500	97 900	24 700	1 900	1.5
<b>Age Group</b>					
15-below 25	33 900	23 900	10 000	900	2.4
25-below 30	17 700	17 300	*	*	*
30-below 40	47 400	41 600	5 800	500	1.1
40-below 50	60 500	50 800	9 700	1 600	2.5
50-below 60	60 100	54 600	5 600	900	1.5
60 and above	17 400	15 400	2 100	*	*
<b>Overall</b>	237 000	203 600	33 400	4 100	1.6

2013 Q3

	Employed persons			Underemployed persons <sup>^</sup>	Underemployment rate (%)
	Total	Full-timer <sup>#</sup>	Part-timer <sup>@</sup>		
<b>Gender</b>					
Male	110 100	98 100	12 000	3 600	3.1
Female	115 000	92 200	22 700	1 900	1.6
<b>Age Group</b>					
15-below 25	34 500	22 100	12 400	1 700	4.4
25-below 30	18 400	17 400	1 100	*	*
30-below 40	44 500	40 700	3 800	*	*
40-below 50	56 800	48 400	8 400	900	1.5
50-below 60	53 300	46 700	6 600	1 500	2.8
60 and above	17 400	15 000	2 400	600	3.2
<b>Overall</b>	225 100	190 300	34 700	5 600	2.3

2013 Q4

	Employed persons			Underemployed persons <sup>^</sup>	Underemployment rate (%)
	Total	Full-timer <sup>#</sup>	Part-timer <sup>@</sup>		
<b>Gender</b>					
Male	108 800	99 800	9 100	2 400	2.1
Female	119 600	94 100	25 500	1 800	1.5
<b>Age Group</b>					
15-below 25	29 800	21 100	8 700	1 100	3.2
25-below 30	21 000	19 700	1 300	*	*
30-below 40	46 600	40 500	6 100	*	*
40-below 50	58 100	49 800	8 300	600	1.0
50-below 60	54 800	47 700	7 100	1 700	3.0
60 and above	18 200	15 100	3 200	*	*
<b>Overall</b>	228 500	193 900	34 600	4 200	1.7

- Notes: Figures for 2013 as a whole are not yet available.  
 Individual figures may not add up exactly to the total due to rounding.  
 Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling error and should be interpreted with caution.
- (#) Figures refer to those employed persons who worked 35 hours or longer and those who worked less than 35 hours due to vacation during the seven days before enumeration.
  - (@) Figures refer to those employed persons who worked less than 35 hours due to other reasons during the seven days before enumeration.
  - (^) Figures refer to those who involuntarily worked less than 35 hours during the seven days before enumeration and either (i) have been available for additional work during the seven days before enumeration; or (ii) have sought additional work during the 30 days before enumeration.
  - (\*) Figures are not released due to very large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Number of unemployed persons and the unemployment rate  
in the food and beverage services in 2011, 2012 and 2013**

<b>Year</b>	<b>Unemployed persons<sup>*</sup></b>	<b>Unemployment rate<sup>#</sup> (%)</b>
2011	13 000	5.5
2012	11 800	5.0
2013 Q1	13 700	5.4
2013 Q2	13 900	5.5
2013 Q3	14 200	5.9
2013 Q4	12 000	5.0

Notes: Figures for 2013 as a whole are not yet available.

(\*) As regards unemployed persons by industry, since (i) unemployed persons are classified according to their previous industry which may not necessarily be the one which he/she will enter, and (ii) there is no information on previous industry in respect of first-time job-seekers and re-entrants into the labour force who were unemployed, such figures are not strictly comparable to the overall unemployment and should be interpreted with caution. The number of unemployed persons is rounded to the nearest hundred persons.

(#) As regards unemployment rate by industry, due to the method of compiling the number of unemployed persons (see note (\*)), such figures are not strictly comparable to the overall unemployment rate and should be interpreted with caution.

Source: General Household Survey, Census and Statistics Department



**Median wage, wage index, pay rise and weekly working hours in the food and beverage services  
in 2011, 2012 and 2013**

<b>Year</b>	<b>Median<sup>#</sup> monthly wage<sup>*</sup> (year-on-year rate of change<sup>@</sup>)</b>	<b>Nominal Wage Index<sup>~</sup></b>	<b>Median<sup>#</sup> weekly working hours<sup>^</sup></b>
2011	9,000 (+12.5 %)	145.9	54.0
2012	9,400 (+ 4.4%)	157.5	54.0
2013	Not yet available	165.7	Not yet available

- Notes:
- (\*) Wage includes basic wage; commission and tips not of gratuitous nature; guaranteed bonuses and allowances, and overtime allowances. Monthly wages are rounded to the nearest hundred of Hong Kong dollar.
  - (#) The average is more vulnerable to the effect of extreme observations (i.e. those with exceptionally high or low values). Hence, the median is adopted to measure the central tendency of data. In comparison, the median is considered more superior to average (or mean) as it is less affected by extreme values.
  - (^) The number of working hours takes into account the definition of hours worked under the Minimum Wage Ordinance. Meal breaks which are regarded as working hours according to the employment contract or agreement with the employer are also included in the working hours, irrespective of whether work is provided during the meal break period.
  - (@) Year-on-year rate of change is computed using unrounded figures.
  - (~) Nominal Wage Index measures the pure changes in wage rates of employees up to supervisory level (that is, managerial and professional employees are not included) by holding constant the structure of the labour force with respect to industry, occupation and sex between two successive rounds of the survey (September 1992 = 100). Figures refer to the Nominal Wage Index of accommodation and food service activities. Figure for 2013 Q4 is not available. The figure for 2013 refers to average of the first three quarters of 2013.

Sources: Annual Earnings and Hours Survey and Labour Earnings Survey, Census and Statistics Department

**CONTROLLING OFFICER'S REPLY**

**LWB(L)051**

**(Question Serial No. 0802)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services (3) Safety and Health at Work  
(4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 72):

Would the Administration please inform this Committee of the following:

- (a) The number of job vacancies in the retail industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year and job title);
- (b) The number of employed persons in the retail industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year, gender, age group, job title and nature of work (full-time/part-time));
- (c) The number of underemployed persons and the underemployment rate in the retail industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year, gender, age group and job title);
- (d) The number of unemployed persons and the unemployment rate in the retail industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year and job title);
- (e) The median wage, wage index, pay rise and weekly working hours in the retail industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year and job title);
- (f) The number of cases of occupational diseases and accidents in the retail industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year, job title, type of occupational diseases/injuries and workplace); and
- (g) In 2014-15, does the Administration have any specific measures for improving the welfare benefits and working environment of the industry, so as to attract more local workers and reduce the wastage rate? 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 below:

- (a)-(e) Based on the information provided by the Census and Statistics Department (C&SD), the relevant statistics are listed at Annexes 1 to 4 respectively. C&SD does not collect the relevant statistics by job title.

- (f) In 2011, 2012 and the first three quarters of 2013\*, there were 2 646, 2 692 and 1 954 occupational injuries in the retail industry. The Labour Department (LD) does not keep information on accidents by job title, type of injuries and workplace.

In 2011, 2012 and first three quarters of 2013\*, there were six, six and two cases of confirmed occupational diseases respectively in the retail industry, as reported under the Employees' Compensation Ordinance. LD does not keep information on occupational diseases by job title and workplace. A breakdown of the occupational diseases by year and type is as follows:

	<b>Musculoskeletal</b>	<b>Occupational Infection</b>	<b>Total</b>
2011	5	1	6
2012	4	2	6
First three quarters of 2013*	2	0	2

Note\*: Occupational injury statistics are released on a quarterly basis and the latest available statistics are up to the first three quarters of 2013. The occupational injury statistics of the full year of 2013 will be released in April 2014.

- (g) In the Budget Speech 2014-15, the Financial Secretary has announced acceptance of the recommendations of the Task Force on Manpower Development of the Retail Industry, and the Government will pursue the following measures:
- (i) supporting retailers on a matching fund basis for the use of information technology and other technology solutions to increase productivity;
  - (ii) assisting the Vocational Training Council in strengthening vocational education and training with reference to the Specifications of Competency Standards for the Retail Industry (which was newly drawn up under the Qualifications Framework), including running retail courses through a professional institution and launching pilot courses combining classroom learning and work placement;
  - (iii) working with the industry to enhance the image of the trade; and
  - (iv) providing targeted recruitment and employment services and organising large-scale and district-based job fairs dedicated to the retail industry.

The above measures are expected to attract more local workers to join the retail industry. The Government has allocated \$130 million to take them forward.

**Number of job vacancies in the retail industry in 2011, 2012 and 2013**

<b>Year</b>	<b>Average number of vacancies</b>
2011 <sup>#</sup>	5 909
2012 <sup>#</sup>	7 897
2013 <sup>*</sup>	8 905

Notes: Vacancies refer to unfilled job openings which are immediately available, and for which active recruitment steps are being taken on the survey reference date.

Industrial coverage of retail industry is slightly incomplete. Main omissions are hawkers and retail pitches (other than market stalls).

(#) Figures refer to averages of the four quarters of the year.

(\*) Figure for 2013 Q4 is not yet available. The figure refers to average of the first three quarters of 2013.

Source: Quarterly Survey of Employment and Vacancies, Census and Statistics Department

**Number of employed persons, underemployed persons and the underemployment rate  
in the retail industry in 2011, 2012 and 2013:  
with breakdown by gender, age group and nature of work**

2011

	Employed persons			Underemployed persons <sup>^</sup>	Underemployment rate (%)
	Total	Full-timer <sup>#</sup>	Part-timer <sup>@</sup>		
<b>Gender</b>					
Male	125 700	119 400	6 300	1 600	1.2
Female	186 600	161 900	24 700	3 000	1.5
<b>Age Group</b>					
15-below 25	47 300	39 900	7 400	1 400	2.7
25-below 30	42 700	41 100	1 600	600	1.2
30-below 40	75 300	70 600	4 700	500	0.7
40-below 50	77 600	68 500	9 000	900	1.1
50-below 60	52 400	46 400	6 000	900	1.7
60 and above	17 000	14 700	2 300	300	1.5
<b>Overall</b>	312 300	281 300	31 000	4 500	1.4

2012

	Employed persons			Underemployed persons <sup>^</sup>	Underemployment rate (%)
	Total	Full-timer <sup>#</sup>	Part-timer <sup>@</sup>		
<b>Gender</b>					
Male	123 400	116 600	6 900	1 100	0.8
Female	199 000	173 400	25 600	2 500	1.2
<b>Age Group</b>					
15-below 25	50 100	41 300	8 800	1 200	2.1
25-below 30	45 900	44 000	1 900	400	0.8
30-below 40	75 600	71 100	4 500	600	0.8
40-below 50	74 400	66 100	8 400	600	0.8
50-below 60	58 400	52 300	6 100	600	1.0
60 and above	18 100	15 300	2 800	*	*
<b>Overall</b>	322 400	290 000	32 400	3 500	1.1

2013 Q1

	Employed persons			Underemployed persons <sup>^</sup>	Underemployment rate (%)
	Total	Full-timer <sup>#</sup>	Part-timer <sup>@</sup>		
<b>Gender</b>					
Male	125 900	117 100	8 700	1 700	1.3
Female	203 700	176 000	27 700	2 300	1.1
<b>Age Group</b>					
15-below 25	48 900	37 900	10 900	1 400	2.6
25-below 30	45 500	44 100	1 400	*	*
30-below 40	79 100	75 100	3 900	800	1.0
40-below 50	77 100	68 700	8 400	600	0.7
50-below 60	58 800	51 300	7 500	*	*
60 and above	20 200	16 000	4 200	500	2.7
<b>Overall</b>	329 600	293 200	36 400	4 000	1.2

2013 Q2

	Employed persons			Underemployed persons <sup>^</sup>	Underemployment rate (%)
	Total	Full-timer <sup>#</sup>	Part-timer <sup>@</sup>		
<b>Gender</b>					
Male	131 800	123 900	7 900	1 200	0.9
Female	196 600	168 600	27 900	2 500	1.2
<b>Age Group</b>					
15-below 25	50 500	39 400	11 100	1 500	2.6
25-below 30	42 000	40 600	1 400	*	*
30-below 40	82 400	76 000	6 400	600	0.7
40-below 50	74 300	67 000	7 200	*	*
50-below 60	58 600	53 100	5 500	800	1.3
60 and above	20 600	16 400	4 200	*	*
<b>Overall</b>	328 300	292 500	35 800	3 700	1.1

2013 Q3

	Employed persons			Underemployed persons <sup>^</sup>	Underemployment rate (%)
	Total	Full-timer <sup>#</sup>	Part-timer <sup>@</sup>		
<b>Gender</b>					
Male	132 300	123 600	8 700	1 000	0.7
Female	203 200	174 200	29 000	1 600	0.8
<b>Age Group</b>					
15-below 25	54 100	42 000	12 200	1 500	2.5
25-below 30	43 100	42 000	1 100	*	*
30-below 40	83 900	79 300	4 600	*	*
40-below 50	71 800	64 000	7 800	*	*
50-below 60	62 200	53 700	8 500	*	*
60 and above	20 500	16 900	3 600	*	*
<b>Overall</b>	335 500	297 800	37 700	2 600	0.7

2013 Q4

	Employed persons			Underemployed persons <sup>^</sup>	Underemployment rate (%)
	Total	Full-timer <sup>#</sup>	Part-timer <sup>@</sup>		
<b>Gender</b>					
Male	135 700	127 300	8 400	800	0.6
Female	207 600	178 500	29 100	2 300	1.1
<b>Age Group</b>					
15-below 25	46 500	36 000	10 500	800	1.6
25-below 30	49 500	47 500	1 900	*	*
30-below 40	87 000	80 700	6 200	*	*
40-below 50	77 300	69 400	8 000	800	1.0
50-below 60	63 100	55 900	7 200	600	0.9
60 and above	19 900	16 300	3 500	*	*
<b>Overall</b>	343 200	305 800	37 400	3 200	0.9

- Notes: Figures for 2013 as a whole are not yet available.  
 Individual figures may not add up exactly to the total due to rounding.  
 Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling error and should be interpreted with caution.
- (#) Figures refer to those employed persons who worked 35 hours or longer and those who worked less than 35 hours due to vacation during the seven days before enumeration.
  - (@) Figures refer to those employed persons who worked less than 35 hours due to other reasons during the seven days before enumeration.
  - (^) Figures refer to those who involuntarily worked less than 35 hours during the seven days before enumeration and either (i) have been available for additional work during the seven days before enumeration; or (ii) have sought additional work during the 30 days before enumeration.
  - (\*) Figures are not released due to very large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Number of unemployed persons and the unemployment rate  
in the retail industry in 2011, 2012 and 2013**

<b>Year</b>	<b>Unemployed persons*</b>	<b>Unemployment rate# (%)</b>
2011	13 900	4.3
2012	13 800	4.1
2013 Q1	15 000	4.4
2013 Q2	16 900	4.9
2013 Q3	14 600	4.2
2013 Q4	14 900	4.2

Notes: Figures for 2013 as a whole are not yet available.

(\*) As regards unemployed persons by industry, since (i) unemployed persons are classified according to their previous industry which may not necessarily be the one which he/she will enter, and (ii) there is no information on previous industry in respect of first-time job-seekers and re-entrants into the labour force who were unemployed, such figures are not strictly comparable to the overall unemployment and should be interpreted with caution. The number of unemployed persons is rounded to the nearest hundred persons.

(#) As regards unemployment rate by industry, due to the method of compiling the number of unemployed persons (see note (\*)), such figures are not strictly comparable to the overall unemployment rate and should be interpreted with caution.

Source: General Household Survey, Census and Statistics Department



**Median wage, wage index, pay rise and weekly working hours in the retail industry  
in 2011, 2012 and 2013**

<b>Year</b>	<b>Median<sup>#</sup> monthly wage<sup>*</sup> (year-on-year rate of change<sup>@</sup>)</b>	<b>Nominal Wage Index<sup>~</sup></b>	<b>Median<sup>#</sup> weekly working hours<sup>^</sup></b>
2011	9,900 (+ 10.2%)	148.4	48.0
2012	10,300 (+ 4.2%)	153.7	48.0
2013	Not yet available	157.0	Not yet available

- Notes: (\*) Wage includes basic wage; commission and tips not of gratuitous nature; guaranteed bonuses and allowances, and overtime allowances. Monthly wages are rounded to the nearest hundred of Hong Kong dollar.
- (#) The average is more vulnerable to the effect of extreme observations (i.e. those with exceptionally high or low values). Hence, the median is adopted to measure the central tendency of data. In comparison, the median is considered more superior to average (or mean) as it is less affected by extreme values.
- (^) The number of working hours takes into account the definition of hours worked under the Minimum Wage Ordinance. Meal breaks which are regarded as working hours according to the employment contract or agreement with the employer are also included in the working hours, irrespective of whether work is provided during the meal break period.
- (@) Year-on-year rate of change is computed using unrounded figures.
- (~) Nominal Wage Index measures the pure changes in wage rates of employees up to supervisory level (that is, managerial and professional employees are not included) by holding constant the structure of the labour force with respect to industry, occupation and sex between two successive rounds of the survey (September 1992 = 100). Figures cover supermarkets, department stores, and retail sale of motor vehicles, motorcycles and other transport equipment in the retail trade only. Figures refer to March of the year.

Sources: Annual Earnings and Hours Survey and Labour Earnings Survey, Census and Statistics Department

**CONTROLLING OFFICER'S REPLY**

**LWB(L)052**

**(Question Serial No. 0959)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 8):

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

- (a) The number of applications for importing workers under SLS and the number of workers involved in the past five years (i.e. 2009-10, 2010-11, 2011-12, 2012-13 and 2013-14) (with a breakdown by industry, job title, wage level and working hours);
- (b) The number of imported workers approved under SLS and their proportions to the number applied for in the past five years (i.e. 2009-10, 2010-11, 2011-12, 2012-13 and 2013-14) (with a breakdown by industry, job title, wage level and working hours);
- (c) The number of workers imported under SLS who are still working in Hong Kong so far; and the length of period they have stayed and will stay to work in Hong Kong (with a breakdown by industry, job title, wage level and working hours);
- (d) The number of applications under SLS referred by the Labour Department (LD) to the Employees Retraining Board (ERB) for consideration of organising tailor-made training courses for local workers in each of the past five years (i.e. 2009-10, 2010-11, 2011-12, 2012-13 and 2013-14); what were the details, expenditure involved and the criteria for organising those courses?
- (e) In 2014-15, will the Administration introduce targeted measures for jobs for which workers were imported under SLS, including organising corresponding training courses and requiring employers to improve the welfare and benefits in the industries, to encourage local workers to take up those jobs, thus importation of workers will no longer be required? If yes, where 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)&(b) From 2009 to 2013, LD received 561, 808, 745, 947 and 1 070 applications respectively under SLS. Individual applications under SLS usually request to import more than one worker. Applications in the above five years sought to import 1 656, 2 340, 2 601, 5 922 and 4 110 workers respectively. The corresponding number of imported workers approved was 797, 1 180, 980, 1 942 and 1 847, representing 48.1%, 50.4%, 37.7%, 32.8% and 44.9% of the respective number of imported workers applied for.

A breakdown of the number of imported workers applied for and approved from 2009 to 2013 by industry, job title and wage level is provided at Annexes 1 to 7. The majority of imported workers under SLS have a normal working time of either eight or nine hours per day.

- (c) According to information provided by the Immigration Department (ImmD), as at end of 2013, there were 2 976 imported workers in Hong Kong under SLS. A breakdown of the number of these imported workers by industry is provided at Annex 8.

ImmD does not have information on the breakdown by job title, wage level, working hours, length of stay and remainder of length of stay of these imported workers. Under SLS, imported workers are required to return to their place of origin on completion of their employment contracts which are good for 24 months at most. ImmD does not allow extension of stay beyond the employment contract period.

- (d) From 2009 to 2013, the numbers of applications under SLS referred by LD to ERB for consideration of organising tailor-made training courses are 254, 413, 347, 442 and 451 respectively. Possibly because the work nature and working environment of the applications under SLS were less appealing to local workers, no tailor-made training courses were organised for these applications from 2009 to 2013.

- (e) In 2014-15, ERB will continue to consider organising tailor-made training courses under established arrangements for applications under SLS as referred by LD.

LD will also continue its efforts in actively encouraging employers of various trades and industries to adopt good people management practices, which include keeping the remuneration, benefits and working conditions of their staff under review and seeking improvement where appropriate as a means to attracting staff. As promotion of good people management measures is an integral part of our efforts in promoting harmonious labour relations, LD does not have a separate breakdown of expenditure involved for organising these activities.

**Number of imported workers applied for and approved  
under SLS from 2009 to 2013:  
with breakdown by industry**

Industry	Number of imported workers applied for*					Number of imported workers approved*				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
1. Agriculture and Fishing	437	479	502	496	688	311	311	344	507	414
2. Manufacturing	149	369	350	373	296	87	124	98	140	76
3. Construction	18	38	263	2 776	320	7	1	14	284	566
4. Wholesale, Retail and Import/ Export Trades, Restaurants and Hotels	107	265	233	302	666	45	58	65	84	76
5. Transport, Storage and Communications	10	33	95	127	178	2	0	2	0	2
6. Financing, Insurance, Real Estate and Business Services	160	57	226	414	663	1	3	3	6	8
7. Community, Social and Personal Services	775	1 099	932	1 434	1 299	344	683	454	921	705
Total	1 656	2 340	2 601	5 922	4 110	797	1 180	980	1 942	1 847

\*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 SLS in 2009:  
with breakdown by job title**

<b>Job title</b>	<b>Number of imported workers applied for</b>	<b>Number of imported workers approved</b>
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 SLS in 2010:  
with breakdown by job title**

<b>Job title</b>	<b>Number of imported workers applied for</b>	<b>Number of imported workers approved</b>
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 SLS in 2011:  
with breakdown by job title**

<b>Job title</b>	<b>Number of imported workers applied for</b>	<b>Number of imported workers approved</b>
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 SLS in 2012:  
with breakdown by job title**

<b>Job title</b>	<b>Number of imported workers applied for*</b>	<b>Number of imported workers approved*</b>
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 SLS in 2013:  
with breakdown by job title**

<b>Job title</b>	<b>Number of imported workers applied for</b>	<b>Number of imported workers approved</b>
1. Care Worker (Elderly Service)	1 069	651
2. Livestock/ Poultry/ Fish/ Crop Farm Worker	495	336
3. Cook	301	32
4. Gardening Worker	134	68
5. Machine Operator	113	13
6. Care Worker (Disabled Service)	82	33
7. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker	81	15
8. Fitter/ Mechanical Fitter	58	20
9. Quality Controller/ Inspector/ Control Supervisor	52	28
10. Others	1 725	651
Total	4 110	1 847

**Number of imported workers applied for and approved  
under SLS from 2009 to 2013:  
with breakdown by wage level**

Monthly wage	Number of imported workers applied for*					Number of imported workers approved*				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
1. \$6,000 or below	54	40	66	7	27	2	13	0	0	0
2. Above \$6,000 - \$8,000	718	1 282	829	284	141	393	739	559	193	97
3. Above \$8,000 - \$10,000	502	552	974	2 166	2 464	295	309	300	1 342	1 053
4. Above \$10,000 - \$12,000	107	230	173	244	254	24	56	49	11	21
5. Above \$12,000 - \$14,000	60	71	144	240	371	26	27	25	46	47
6. Above \$14,000 - \$16,000	85	33	69	202	438	9	8	5	41	23
7. Above \$16,000 - \$18,000	30	69	62	267	133	18	19	26	24	31
8. Above \$18,000 - \$20,000	19	20	66	1 537	114	1	0	1	282	207
9. Above \$20,000	81	43	218	975	168	29	9	15	3	368
Total	1 656	2 340	2 601	5 922	4 110	797	1 180	980	1 942	1 847

\*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 in Hong Kong  
under SLS as at end of December 2013:  
with breakdown by industry**

<b>Industry</b>	<b>Number of imported workers working in Hong Kong</b>
1. Agriculture and Fishing	772
2. Manufacturing	194
3. Construction	376
4. Wholesale, Retail and Import/ Export Trades, Restaurants and Hotels	139
5. Transport, Storage and Communications	2
6. Financing, Insurance, Real Estate and Business Services	8
7. Community, Social and Personal Services	1 485
Total	2 976

## CONTROLLING OFFICER'S REPLY

LWB(L)053

**(Question Serial No. 0967)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 46):

Regarding the Working Holiday Scheme (WHS), would the Administration advise this Committee on the following:

- (a) In each of the past three years (i.e. 2011-2013), how many people submitted applications for WHS? Among them, how many applications were successful and rejected respectively? Among the successful applicants, how many actually set out for those countries after obtaining the visas? What is their percentage share in the total number of successful applicants? (Please provide a breakdown by country applied for.)
- (b) In the past three years (i.e. 2011-13), how many applicants chose to stay abroad after joining the Scheme for one year? And
- (c) At present, is the Administration under discussion with more countries or cities to implement WHS? If yes, what are the details? Does the Administration have any plan to review the effectiveness of WHS shortly? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. KWOK Wai-keung

Reply:

- (a) According to information provided by the host economies, the numbers of Hong Kong young people who had applied for and been granted visas under their respective WHSs (except the one with the UK which was only introduced in January 2014) with Hong Kong are set out below:

Year	Germany		Ireland		Japan		South Korea		Canada		New Zealand		Australia		France	
	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved
2011	148 <sup>^</sup>	145 <sup>^</sup>	100	100	299	266	x	65	208	189	429 <sup>*</sup>	400 <sup>*</sup>	6 710 <sup>^</sup>	6 362 <sup>^</sup>	/	/
2012	150 <sup>^</sup>	150 <sup>^</sup>	100	100	422	270	x	108	221	198	474 <sup>*</sup>	404 <sup>*</sup>	10 047 <sup>^</sup>	9 544 <sup>^</sup>	/	/
2013	x	150 <sup>^</sup>	100	100	582	259	x	169	x	200	422 <sup>*</sup>	401 <sup>*</sup>	4 495 <sup>+</sup>	4 437 <sup>+</sup>	76 <sup>+</sup>	67 <sup>+</sup>

- Note :
- ^ Statistics from July of the year to June of the following year
  - \* Statistics from April of the year to March of the following year
  - + Statistics from July to December of the year
  - / Scheme not yet in place
  - x The host economy has not kept/provided such statistics

The Labour Department (LD) has no information on the number of successful applicants who have set out for those economies after obtaining the visas.

- (b) LD does not have the requested information.
- (c) LD is exploring the signing of WHS arrangements with more economies in 2014-15. The WHS is well received in Hong Kong and LD will review the effectiveness of WHS when appropriate.

## CONTROLLING OFFICER'S REPLY

LWB(L)054

**(Question Serial No. 0968)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 48):

Please provide the following information:

- (a) How many young people were provided with career counselling at the Youth Employment Resource Centres (YERCs) in 2013-14 (a breakdown by gender, age, educational attainment and residential district)?
- (b) Has the Administration assessed the effectiveness of YERCs in 2013-14? If yes, what are the assessment methods and results? If no, what are the reasons?
- (c) What is the estimated expenditure and staff establishment involved in operating YERCs in 2014-15?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- (a) In 2013, 6 933 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:

<b>Gender</b>	<b>No. of young people</b>
Female	3 550
Male	3 383
<b>Total</b>	<b>6 933</b>

<b>Age group</b>	<b>No. of young people</b>
15 – below 20	5 217
20 – below 25	1 192
25 – below 30	524
<b>Total</b>	<b>6 933</b>

<b>Educational Attainment</b>	<b>No. of young people</b>
S.3 or below	585
S.4 - S.5	4 129
S.6 - S.7	1 165
Post secondary	1 054
<b>Total</b>	<b>6 933</b>

<b>Residential District</b>	<b>No. of young people</b>
Central & Western District	83
Eastern District	197
Islands District	75
Southern District	138
Wan Chai District	34
<b>Sub-total for Hong Kong District</b>	<b>527</b>
Kowloon City District	355
Kwun Tong District	832
Sham Shui Po District	346
Tseung Kwan O District	334
Wong Tai Sin District	558
Yau Tsim Mong District	207
<b>Sub-total for Kowloon District</b>	<b>2 632</b>
Kwai Tsing District	988
North District	168
Sai Kung District	29
Shatin District	489
Tai Po District	151
Tsuen Wan District	327
Tuen Mun District	616
Yuen Long District	1 006
<b>Sub-total for New Territories District</b>	<b>3 774</b>
<b>Total</b>	<b>6 933</b>

- (b) In 2013, 74 850 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) In 2014-15, the estimated expenditure for operating the two YERCs is about \$18.3 million (excluding staff cost). The two YERCs are manned by a total of 12 Labour Department officers, with 18 other staff provided by a non-governmental organisation through a service contract.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)055**

**(Question Serial No. 2361)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 43):

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

- (a) The number of applications received and approved under SLS in the past three years, 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 SLS and speeding up the processing procedures provided that the employment of local workers will not be affected? If yes, what are the details? What is the financial commitment involved? If no, what are the reasons?
- (c) As reflected by the industries, some sectors, such as healthcare and construction, have experienced serious labour shortage. Did the Administration consider meeting the need of those sectors by means of labour importation? 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 2011, 2012 and 2013, employers applied to import 2 601, 5 922 and 4 110 workers respectively under SLS. The corresponding numbers of imported workers approved were 980, 1 942 and 1 847. A breakdown of the numbers of imported workers applied for and approved in 2011, 2012 and 2013 by industry is provided at Annex.
- (b) Over the years, the Administration has closely monitored the implementation of SLS. We have also reviewed and streamlined the vetting criteria and procedures under SLS, as appropriate, in consultation with the Labour Advisory Board (LAB). We will continue to work closely with LAB on this.

To cope with the continuing increase in SLS applications and imported workers in Hong Kong, a total of six posts (three Assistant Labour Officers and three Labour Inspectors) involving an annual expenditure of about \$2.3 million are created within the Labour Department (LD) for three years from 2014-15 to strengthen the case processing capacity and enforcement function under SLS. We will continue to monitor any further changes in caseloads against our manpower requirements.

- (c) SLS is open for use by employers of all industries who face genuine difficulties in local recruitment. The elderly care sector is a major user group of SLS, with the highest percentage of imported workers approved annually in recent years serving as care workers in elderly homes.



For the construction sector, the Development Bureau, LD and relevant government departments, after securing the agreement of LAB, are working together to streamline application procedures under SLS for public works projects to speed up processing of relevant applications.

**Number of imported workers applied for and approved  
under SLS in 2011, 2012 and 2013:  
with breakdown by industry**

Industry	Number of imported workers applied for*			Number of imported workers approved*		
	2011	2012	2013	2011	2012	2013
1. Agriculture and Fishing	502	496	688	344	507	414
2. Manufacturing	350	373	296	98	140	76
3. Construction	263	2 776	320	14	284	566
4. Wholesale, Retail and Import/ Export Trades, Restaurants and Hotels	233	302	666	65	84	76
5. Transport, Storage and Communications	95	127	178	2	0	2
6. Financing, Insurance, Real Estate and Business Services	226	414	663	3	6	8
7. Community, Social and Personal Services	932	1 434	1 299	454	921	705
Total	2 601	5 922	4 110	980	1 942	1 847

\*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**

**LWB(L)056**

**(Question Serial No. 1203)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 18):

In the existing establishment of the Labour Department (LD), what is the number of staff responsible for conducting studies on jobs with labour shortage? Have the reasons for labour shortage in these jobs been studied? Have any studies been made to help employers with difficulties in hiring workers to solve the problem? If yes, what is the expenditure for the coming year?

Asked by: Hon. LAU Wong-fat

Reply:

Government bureaux and departments conduct their own manpower studies for individual sectors if and where necessary and appropriate. LD does not have staff for conducting studies on labour shortage within its existing establishment.

To help employers with difficulties in hiring workers, LD provides a wide array of recruitment services to expedite the dissemination of the most up-to-date vacancy information to job seekers. Vacancies provided by employers for recruitment services are widely publicised through a network of 12 job centres, the Interactive Employment Service website and vacancy search terminals installed across the territory. LD also regularly organises large-scale job fairs at various locations and district-based job fairs in job centres to cater for the recruitment needs of employers of various industries. Employers of the catering and retail industries can also make use of the two dedicated recruitment centres to stage recruitment activities and interview job seekers on the spot.

LD's employment advisors 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.

LD will continue to monitor the employment market situation and effectively provide our services to meet the recruitment needs of employers and the employment needs of job seekers.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)057**

**(Question Serial No. 1020)**

Head: (90) Labour Department  
Subhead (No. & title): (000) Operational expenses  
Programme: (1) Labour Relations  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 2):

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 2013-14 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 2014-15 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 (LD) is committed to promoting voluntary and direct negotiation between employers and employees or their organisations concerned. In 2013-14, LD organised a seminar for employers, employees and representatives of employers' associations and workers' unions and issued a newspaper supplement with a view to fostering collaboration amongst the concerned parties. Furthermore, a sharing session for human resources practitioners on working with workers' unions and effective communication was organised to foster an environment conducive to, and cultivate an appreciation of the merits of, voluntary and direct negotiation. LD also promoted the relevant messages through its network of nine industry-based Tripartite Committees and 18 Human Resources Managers' Clubs covering various trades and industries. The above activities formed an integral part of LD's efforts in promoting harmonious labour relations, and the expenditure involved could not be separately identified.

- (b) In 2014-15, LD will continue to organise various promotional activities such as talks and sharing sessions to encourage employers and human resources practitioners to adopt good people management practices and maintain effective communication with their employees or employees' organisations at enterprise level. LD will also continue to foster cooperation and promote dialogue amongst employers, employers' associations and workers' unions at the industry level through the nine industry-based Tripartite Committees. For similar reasons as explained in (a) above, the expenditure involved in these activities cannot be separately identified.
  
- (c) Employers and employees or their organisations are not required by law to notify the Government of collective agreements that they have entered into. As such, the Government does not have information on the number of collective agreements reached and the number of employees covered. However, LD understands that employers and employees or their concerned organisations in trades like printing, construction, public bus, air transport, pig-slaughtering, elevator maintenance, certain public utilities etc. 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. In LD's experience, 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.

**CONTROLLING OFFICER'S REPLY****(Question Serial No. 1021)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 3):

- (a) Regarding the labour disputes handled in 2013, please provide a breakdown of the figures by industry and cause.
- (b) Regarding the claims handled in 2013, 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 breakdown of labour dispute (involving over 20 employees) handled by the Labour Department (LD) in 2013 by industry and cause is as follows:

By industry

<b>Industry</b>	<b>No. of labour disputes</b>
Construction	42
Transport, storage and communication	12
Restaurants & hotels	6
Community, social and personal services	5
Financing, insurance, real estate & business services	3
Manufacturing	1
Wholesale, retail and import/export trades	1
<b>Total</b>	<b>70</b>

By cause

<b>Cause</b>	<b>No. of labour disputes</b>
Disputes involving principal contractor and subcontractor	38
Cessation of business / insolvency	14
Variation of terms of employment contract	6
Dismissal	2
Retrenchment	1
Non-payment of wages	1
Others	8
<b>Total</b>	<b>70</b>

- (b) The breakdown of claims (involving 20 or less employees) handled by LD in 2013 by cause is provided as follows:

<b>Cause</b>	<b>No. of claims</b>
Termination of contract	8 744
Non-payment of wages	5 126
Non-payment of holiday pay/ annual leave pay/ rest day pay/ sickness allowance	1 830
Cessation of business / insolvency	161
Retrenchment / lay-off	71
Variation of terms of employment contract	55
Others	1 528
<b>Total</b>	<b>17 515</b>

Among the 17 515 claims handled as referred to in the above table, 107 were related to SMW.

**CONTROLLING OFFICER'S REPLY**

<b>LWB(L)059</b>
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**(Question Serial No. 1022)**

Head: (90) Labour Department  
Subhead (No. & title): (000) Operational expenses  
Programme: (1) Labour Relations  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 4):

Would the Government advise on the following information in the past three years:

- (a) The number of claims lodged by employees pursuant to Part VIA of the Employment Ordinance (EO) in each year; and the number of cases ruled in favour of employees;
- (b) Of the cases ruled in favour of employees mentioned in (a), how many were granted an order for reinstatement or re-engagement by the court or the Labour Tribunal (LT)?
- (c) A breakdown of the number of cases by the amount of terminal payments awarded by the court or LT; and
- (d) Whether any employers in the cases mentioned in (c) used the Mandatory Provident Fund (MPF) contributions to offset part of the terminal payments?

Asked by: Hon. LEE Cheuk-yan

Reply:

After consulting the Judiciary, the information sought is provided as follows:

- (a) The number of claims lodged by employees with the court or LT pursuant to Part VIA of the EO in the past three years and the number of cases ruled in favour of employees are as follows:

	<b>2011</b>	<b>2012</b>	<b>2013</b>
Number of Part VIA claims filed	724	774	758
Number of Part VIA claims disposed of	702	741	726
Number of Part VIA claims ruled in favour of employees			
(i) awarded	75	76	62
(ii) settled	495	508	510

- (b) Of the cases ruled in favour of employees mentioned in (a), no order for reinstatement or re-engagement were made by the court or LT.



- (c) The number of cases which were awarded terminal payments by the court or LT is as follows:

	<b>2011</b>	<b>2012</b>	<b>2013</b>
Number of cases which were awarded terminal payments	12	17	9

The court or LT does not keep information on the breakdown of the number of cases by the amount of terminal payments awarded.

- (d) The court or LT does not keep information on whether any employers in the cases mentioned in (c) above used the Mandatory Provident Fund contributions to offset part of the terminal payments.

**CONTROLLING OFFICER'S REPLY****LWB(L)060****(Question Serial No. 1023)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 5):

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 2013; 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 2013, LD secured 156 727 placements for able-bodied job seekers. Of these, 16 718 placements were secured through the referral services of LD while 140 009 placements were made through direct applications by job seekers to employers who advertised their vacancies through LD. As job seekers who found work through direct applications are not required to report their placement positions to LD, we do not have statistics in respect of the placements of these job seekers. A breakdown of the 16 718 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-below 20	920	1 455	2 375
20-below 30	3 598	3 842	7 440
30-below 40	861	1 350	2 211
40-below 50	669	1 886	2 555
50-below 60	590	1 245	1 835
60 or above	156	146	302
<b>Total</b>	<b>6 794</b>	<b>9 924</b>	<b>16 718</b>

(ii) By industry

<b>Industry</b>	<b>No. of placements</b>
Manufacturing	907
Construction	196
Wholesale, retail and import/export trades, restaurants and hotels	9 117
Transport, storage and communications	1 044
Financing, insurance, real estate and business services	1 690
Community, social and personal services	3 315
Others (including government sector)	449
<b>Total</b>	<b>16 718</b>

(iii) By occupation

<b>Occupation</b>	<b>No. of placements</b>
Managers and administrators	116
Professionals and associate professionals	999
Clerical support workers	3 072
Service workers	3 758
Shop sales workers	5 129
Skilled agricultural and fishery workers	41
Craft and related workers	218
Plant and machine operators and assemblers	265
Elementary occupations	3 037
Others	83
<b>Total</b>	<b>16 718</b>

(iv) By earnings

<b>Monthly earnings</b>	<b>No. of placements</b>
Below \$4,000	894
\$4,000 – below \$5,000	535
\$5,000 – below \$6,000	829
\$6,000 – below \$7,000	1 274
\$7,000 – below \$8,000	1 825
\$8,000 – below \$9,000	3 114
\$9,000 – below \$10,000	2 705
\$10,000 or above	5 542
<b>Total</b>	<b>16 718</b>

- (b) Of the 894 placements with monthly earnings below \$4,000 as referred to in Table (iv) above, 892 were part-time or temporary jobs and two were full-time jobs. The two employees engaged in full-time jobs with monthly earnings below \$4,000 worked six hours a day for five days a week and five hours a day for six days a week respectively.

**CONTROLLING OFFICER'S REPLY****LWB(L)061****(Question Serial No. 1024)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 6):

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 2013; 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 2013, LD secured 2 461 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-below 20	40	25	65
20-below 30	508	355	863
30-below 40	366	343	709
40-below 50	246	285	531
50-below 60	126	114	240
60 and above	36	17	53
Total	1 322	1 139	2 461

(ii) By industry

Industry	No. of placements
Manufacturing	180
Construction	25
Wholesale, retail and import/export trades, restaurants and hotels	930
Transport, storage and communication	96
Financing, insurance, real estate and business services	446
Community, social and personal services	457
Others (including government sector)	327
Total	2 461

(iii) By occupation

Occupation	No. of placements
Managers and administrators	13
Professionals and associate professionals	99
Clerical support workers	403
Service workers	568
Shop sales workers	740
Agricultural and fishery workers	5
Craft and related workers	15
Plant and machine operators and assemblers	23
Elementary occupations	585
Others	10
Total	2 461

(iv) By earnings

Monthly earnings	No. of placements
Below \$3,000	750
\$3,000 – below \$4,000	309
\$4,000 - below \$5,000	197
\$5,000 - below \$6,000	166
\$6,000 - below \$7,000	268
\$7,000 - below \$8,000	326
\$8,000 - below \$9,000	207
\$9,000 - below \$10,000	146
\$10,000 or above	92
Total	2 461

- (b) All of the 750 placements with monthly earnings below \$3,000, as referred to in Table (iv) above, were part-time jobs.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)062**

**(Question Serial No. 1025)**

Head: (90) Labour Department  
Subhead (No. & title): (000) Operational expenses  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 7):

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

- (a) the expenditure and staffing involved in 2013-14;
- (b) the estimated expenditure and staffing for 2014-15; and
- (c) a breakdown, by industry and occupation, of the number of imported workers applied for under SLS and the success rate in the past three years.

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) SLS is primarily administered by the Supplementary Labour Division (SLD) of the Labour Department. In 2013-14, the expenditure approved for SLD was \$869,000 (excluding staff cost of civil service posts). As at 10.3.2014, SLD had 17 Labour Officer Grade members and 12 clerical staff.
- (b) In 2014-15, the estimated expenditure of SLD is \$454,000 (excluding staff cost of civil service posts). Three Labour Officer Grade staff will be added to SLD from 2014-15 for three years.
- (c) In 2011, 2012 and 2013, employers applied to import 2 601, 5 922 and 4 110 workers respectively under SLS. The corresponding number of imported workers approved was 980, 1 942 and 1 847, representing 37.7%, 32.8% and 44.9% of the respective number of imported workers applied for.

A breakdown of the number of imported workers applied for and approved in 2011, 2012 and 2013 by industry and job title is provided at Annexes 1 to 4.

**Number of imported workers applied for and approved  
under SLS in 2011, 2012 and 2013:  
with breakdown by industry**

Industry	Number of imported workers applied for*			Number of imported workers approved*		
	2011	2012	2013	2011	2012	2013
1. Agriculture and Fishing	502	496	688	344	507	414
2. Manufacturing	350	373	296	98	140	76
3. Construction	263	2 776	320	14	284	566
4. Wholesale, Retail and Import/ Export Trades, Restaurants and Hotels	233	302	666	65	84	76
5. Transport, Storage and Communications	95	127	178	2	0	2
6. Financing, Insurance, Real Estate and Business Services	226	414	663	3	6	8
7. Community, Social and Personal Services	932	1 434	1 299	454	921	705
Total	2 601	5 922	4 110	980	1 942	1 847

\*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 SLS in 2011:  
with breakdown by job title**

<b>Job title</b>	<b>Number of imported workers applied for</b>	<b>Number of imported workers approved</b>
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 SLS in 2012:  
with breakdown by job title**

<b>Job title</b>	<b>Number of imported workers applied for*</b>	<b>Number of imported workers approved*</b>
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
<b>Total</b>	<b>5 922</b>	<b>1 942</b>

\*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 SLS in 2013:  
with breakdown by job title**

<b>Job title</b>	<b>Number of imported workers applied for</b>	<b>Number of imported workers approved</b>
1. Care Worker (Elderly Service)	1 069	651
2. Livestock/ Poultry/ Fish/ Crop Farm Worker	495	336
3. Cook	301	32
4. Gardening Worker	134	68
5. Machine Operator	113	13
6. Care Worker (Disabled Service)	82	33
7. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker	81	15
8. Fitter/ Mechanical Fitter	58	20
9. Quality Controller/ Inspector/ Control Supervisor	52	28
10. Others	1 725	651
<b>Total</b>	<b>4 110</b>	<b>1 847</b>

**CONTROLLING OFFICER'S REPLY****LWB(L)063****(Question Serial No. 1026)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 8):

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

- (a) the expenditure involved in 2013-14 (please provide a breakdown of the figures by subsidy payment, staff cost, operating expenses, publicity and promotion);
- (b) the staff establishment and the actual number of staff employed in 2013-14 (including whether there were any non-civil service contract (NCSC) staff);
- (c) the estimated expenditure for 2014-15 (please provide a breakdown of the figures by subsidy payment, staff cost, operating expenses, publicity and promotion); and
- (d) the staff establishment and the estimated number of staff to be employed for 2014-15 (including whether there are any NCSC staff)?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) The breakdown of the 2013-14 revised estimate for the WITS Scheme is provided below.

Item	Amount (\$million)
Subsidy payment	315.0
Staff cost	75.8
Operating expenses	6.4
Accommodation and related expenditure	9.3
Publicity and promotion	2.9
Total	409.4

- (b) In 2013-14, the WITS Division has an establishment of 198 civil service posts and 130 NCSC positions. As at end-February 2014, its strength included 178 civil service and 97 NCSC staff.

- (c) The breakdown of the 2014-15 estimated expenditure for the WITS Scheme is provided below.

Item	Amount (\$million)
Subsidy payment	338.0
Staff cost	80.8
Operating expenses	6.3
Accommodation and related expenditure	13.4
Publicity and promotion	1.0
Contingency	18.8
Total	458.3

- (d) For 2014-15, the WITS Division will have an establishment of 198 civil service posts and 130 NCSC positions. Its actual strength will be subject to caseload and will be kept under review.

**CONTROLLING OFFICER'S REPLY****LWB(L)064****(Question Serial No. 1027)**

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 9):

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 2013 (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 2013.

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2013, the WITS Scheme received 68 122 applications involving a gross applicant count of 72 409. During the same period, 63 260 applications with a gross applicant count of 67 901 were granted the subsidy totalling about \$280 million. Breakdowns of the number of applicants involved and number of applicants 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 2013, 546 applications were rejected for the following reasons:

Reason	No. of applications
Asset limit being exceeded	262
Income limit being exceeded	196
Applicant working less than 36 hours per month	20
Travelling expenses not incurred in commuting to and from work	49
Applicant not being lawfully employed or self-employed	18
Others	112

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

Work Incentive Transport Subsidy Scheme

Number of applicants involved and number of applicants granted the subsidy  
(gross applicant count) in 2013  
with breakdowns by gender, age, household size, industry, occupation,  
employment earnings, working hours and residential district

Breakdown by gender

Gender	No. of applicants involved (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Male	33 502	31 793
Female	38 895	36 108
Information not provided by applicant	12	-
Total	72 409	67 901

Breakdown by age

Age	No. of applicants involved (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
15 - below 20	857	638
20 - below 30	8 351	7 068
30 - below 40	13 080	12 278
40 - below 50	22 916	22 291
50 - below 60	19 364	18 302
60 or above	7 805	7 324
Information not provided by applicant	36	-
Total	72 409	67 901

Breakdown by household size

Household size	No. of applicants involved (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
1 person or individual-based application*	27 534	22 494
2 persons	14 398	14 520
3 persons	14 201	14 522
4 persons	12 238	12 347
5 persons	3 012	2 983
6 persons or above	1 026	1 035
Total	72 409	67 901

\* For individual-based applications, we have no information about the applicant's household size.

Breakdown by industry

Industry	No. of applicants involved (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Manufacturing	4 120	4 002
Construction	2 748	2 498
Import/export trade, wholesale and retail	9 403	8 904
Accommodation and food services	11 833	11 153
Transportation, storage, postal and courier services, information and communications	5 974	5 739
Financing, insurance, real estate, professional and business services	26 173	24 521
Public administration, social and personal services	10 781	10 097
Others	1 122	987
Information not provided by applicant	255	-
Total	72 409	67 901

Breakdown by occupation

Occupation	No. of applicants involved (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Professionals	884	795
Associate professionals	2 522	2 323
Clerks	9 612	8 905
Service workers and shop sales workers	17 173	16 060
Elementary occupations	35 541	33 956
Craft and related workers	2 689	2 522
Plant and machine operators and assemblers	1 257	1 177
Others	2 467	2 163
Information not provided by applicant	264	-
Total	72 409	67 901

Breakdown by employment earnings

Average monthly employment earnings	No. of applicants involved (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
\$6,500 or below	25 417	21 851
Above \$6,500 - \$7,300	12 116	12 271
Above \$7,300 - \$7,700	5 023	4 622
Above \$7,700	29 557	29 157
Information not provided by applicant	296	-
Total	72 409	67 901

Breakdown by working hours

Average monthly working hours	No. of applicants involved (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Less than 36 hours	1 074	-
36 hours to less than 72 hours	3 058	1 813
72 hours or more	67 477	66 088
Information not provided by applicant	800	-
Total	72 409	67 901

Breakdown by residential district

District Council district	No. of applicants involved (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Central & Western	508	439
Eastern	2 603	2 381
Southern	1 275	1 167
Wan Chai	278	228
Kowloon City	2 430	2 325
Kwun Tong	10 264	9 937
Sham Shui Po	5 611	5 406
Wong Tai Sin	5 229	4 889
Yau Tsim Mong	1 775	1 557
Islands	1 731	1 587
Kwai Tsing	7 434	7 065
North	3 794	3 517
Sai Kung	2 698	2 438
Sha Tin	4 901	4 645
Tai Po	2 023	1 805
Tsuen Wan	1 988	1 785
Tuen Mun	8 215	7 688
Yuen Long	9 292	8 734
Outside Hong Kong	334	308
Information not provided by applicant	26	-
Total	72 409	67 901



**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 1028)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 10):

Regarding the Youth Employment and Training Programme (YETP), would the Administration advise on:

- (a) the expenditure involved in 2013-14 and the estimated expenditure for 2014-15;
- (b) the respective numbers of employers and trainees granted the training allowances and the amount of allowances involved in 2013-14.

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2013-14, the estimated expenditure for implementing YETP was \$63.1 million. In anticipation of more trainees to be enrolled on YETP to receive pre-employment training and participate in on-the-job training, while the Labour Department will explore with employers and various organisations the possibility of launching pilot projects under YETP to provide young people with appropriate pre-employment training, work attachment, on-the-job training and employment support services, \$185.2 million has been earmarked for implementing YETP in 2014-15.
- (b) In 2013-14 (up to end-February), a total of \$28.5 million on-the-job training allowance involving 2 197 placements for young people was granted to 690 employers, and another \$1.3 million was granted to 1 818 trainees for pre-employment training allowance, workplace attachment training allowance and reimbursement of course and/or examination fees.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)066**

**(Question Serial No. 1029)**

Head: (90) Labour Department  
Subhead (No. & title): (000) Operational expenses  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 11):

With respect to the inspections to employment agencies, would the Administration please advise on the following:

- (a) the staff establishment, expenditure involved and annual number of inspections to employment agencies by each post in 2013-14; and
- (b) the estimated staff establishment, expenditure involved and annual number of inspections to employment agencies by each post for 2014-15.

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2013-14, four Labour Officer grade staff of the Employment Agency Administration (EAA) of the Labour Department are involved in conducting inspections to employment agencies, among other duties, and around 1 300 inspections were conducted in total. The expenditure of the EAA approved in that financial year, excluding staff cost, was \$179,000.
- (b) For 2014-15, six Labour Officer grade staff in EAA will be involved in conducting inspections to employment agencies, among other duties. They will work together to conduct 1 800 inspections to employment agencies. The estimated expenditure of the EAA in 2014-15, excluding staff cost, is \$179,000.

**CONTROLLING OFFICER'S REPLY****LWB(L)067****(Question Serial No. 1030)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 12):

- (a) Please provide the number 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), as well as the number of patients who had illnesses or injuries unrelated to work in 2013.
- (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-yanReply:

The information sought is provided as follows:

- (a) In 2013, a total of 2 105 new patients sought consultation at the occupational health clinics of LD. Among them, 1 764 (83.8%) suffered from diseases or injuries caused by work, related to work or aggravated by work, and the remaining 341 (16.2%) 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	608 (34.5%)	129 (37.8%)
Female	1 156 (65.5%)	212 (62.2%)
<b>Total</b>	<b>1 764 (100%)</b>	<b>341 (100%)</b>

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
20 or below	3 (0.2%)	1 (0.3 %)
Above 20 to 40	439 (24.9%)	65 (19.1%)
Above 40 to 60	1 235 (70.0%)	246 (72.1%)
Above 60	87 (4.9%)	29 (8.5%)
<b>Total</b>	<b>1 764 (100%)</b>	<b>341 (100%)</b>

By industry

Industry	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Public administration, and social and personal services	783 (44.4%)	169 (49.6%)
Wholesale, retail and import/export trades, and accommodation and food services	370 (21.0%)	63 (18.5%)
Financing, insurance, real estate, and professional and business services	209 (11.8%)	52 (15.3%)
Transportation, storage, postal, courier services, and information and communications	121 (6.8%)	16 (4.7%)
Manufacturing	148 (8.4%)	16 (4.7%)
Construction	93 (5.3%)	20 (5.7%)
Others	40 (2.3%)	5 (1.5%)
<b>Total</b>	<b>1 764 (100%)</b>	<b>341 (100%)</b>

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Services and sales workers	527 (29.9%)	115 (33.7%)
Professionals, associate professionals, technicians, plant and machine operators, assemblers, and craft and related trades workers	480 (27.2%)	71 (20.8%)
Elementary occupations	404 (22.9%)	84 (24.7%)
Clerical support workers	326 (18.5%)	59 (17.3%)
Others	27 (1.5%)	12 (3.5%)
<b>Total</b>	<b>1 764 (100%)</b>	<b>341 (100%)</b>

By nature of disease

Nature of disease	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	1 485 (84.2%)	218 (63.9%)
Auditory	25 (1.4%)	3 (0.9%)
Neurological	15 (0.9%)	19 (5.6%)
Skin	14 (0.8%)	5 (1.5%)
Respiratory	6 (0.3%)	7 (2.1%)
Visual	4 (0.2%)	5 (1.5%)
Others	215 (12.2%)	84 (24.5%)
<b>Total</b>	<b>1 764 (100%)</b>	<b>341 (100%)</b>

**CONTROLLING OFFICER'S REPLY**

**LWB(L)068**

**(Question Serial No. 1031)**

Head: (90) Labour Department  
Subhead (No. & title): (000) Operational expenses  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 13):

Regarding the occupational safety of the construction industry, would the Administration advise on:

- (a) In view of the increase in the number of new works projects and the growth in building renovation and maintenance works, what systematic preventive and enforcement measures are expected to be taken in 2014-15 to ensure construction site safety? What is the staff establishment and expenditure involved?
- (b) Will any measures be taken in 2014-15 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 2014-15, there will be an increase of 18 posts under the "Safety and Health at Work" programme, to intensify systematic preventive and enforcement measures in the following three major areas: (1) to strengthen the monitoring of work safety of major works projects (through the creation of an additional dedicated office) and construction projects involving compressed air work (through the creation of a dedicated team); (2) to enhance systemic safety of the construction industry (through engagement of major project clients and promulgation of codes of practice on safe work systems and high-risk work processes); and (3) to strengthen mandatory safety training for persons engaged in hazardous work/operations. The additional posts will involve a full-year expenditure of about \$11.7 million.
- (b) LD reminds employers from time to time of their legal obligations under the Employees' Compensation Ordinance to report work-related injuries or death within specified periods through the mass media, advertisement on public transport, booklets/posters and seminars. LD will continue to take out prosecution against employers for failure in meeting this statutory requirement. Publicity and enforcement of prompt reporting of work-related injuries or death are an integral part of LD's promotional and enforcement work. The manpower and expenditure involved in combating non-reporting of work accidents by contractors cannot be separately identified.

**CONTROLLING OFFICER'S REPLY****LWB(L)069****(Question Serial No. 1032)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 14):

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 2013?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

Payment Time	Number of Applications
4 weeks or less	1 773
More than 4 weeks to 6 weeks	79
More than 6 weeks to 8 weeks	3
More than 8 weeks to 10 weeks	0
Total	1 855

**CONTROLLING OFFICER'S REPLY****(Question Serial No. 1033)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 15):

- (a) Regarding the employees' compensation claims processed in 2013, would the Administration provide a breakdown of the figures by industry? As at the end of 2013, 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 2013?

Asked by: Hon. LEE Cheuk-yan

Reply:

The information sought is provided as follows:

- (a) In 2013, the Labour Department (LD) processed 55 168 employees' compensation claims reported under the Employees' Compensation Ordinance. Of these, 16 096 involved incapacitation of employees for not more than three 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 such claims by industry. Of the remaining 39 072 cases, a breakdown by industry is given below:

Industry	Number of Cases
Public Administration, Social and Personal Services	8 057
Finance and Insurance, Real Estate, Professional and Business Services	6 887
Food and Beverage Services	6 431
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 831
Transportation, Storage, Postal and Courier Services, Information and Communications	5 013
Construction	3 343
Manufacturing	2 495
Others	1 015
Total	39 072

Of all the 55 168 reported cases, 39 836 were resolved as at the end of 2013. The amount of employees' compensation involved was \$236.2 million. The remaining cases are pending expiry of sick leave, assessment of permanent incapacity or court judgement.

- (b) A breakdown of cases reported to different branch offices of the Employees' Compensation Division in 2013 is given below:

Branch Office	Number of Cases
Hong Kong East Office	5 343
Hong Kong West Office	9 027
Kowloon East Office	6 770
Kowloon West Office	4 696
Kwun Tong Office	6 858
Government Servants and Seamen Office	5 987
Kwai Chung Office	4 607
Tsuen Wan Office	5 131
Shatin Office	6 545
Fatal Cases Office	204
Total	55 168



**CONTROLLING OFFICER'S REPLY****LWB(L)071****(Question Serial No. 1034)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 16):

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

- (a) a breakdown by industry and reason for the prosecutions taken out by the Labour Department (LD) under this Programme in 2013; 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) In 2013, a total of 2 075 prosecutions were taken out by LD and there were 1 821 convictions. A breakdown of these figures by industry and by reason is provided in the following two tables respectively.

Industry	2013	
	No. of Prosecutions	No. of Convictions
Catering	339	281
Manufacturing	154	104
Construction	158	133
Import/Export	289	272
Wholesale/Retail	379	356
Transport, Storage and Communication	110	90
Finance, Insurance, Real Estate and Business Services	357	333
Community, Social and Personal Services	286	250
Others	3	2
<b>Total</b>	<b>2 075</b>	<b>1 821</b>

Reason	No. of Prosecutions	No. of Convictions
Failure to take out employees' compensation insurance	1 024	999
Wage offences	592	443
Holiday offences	194	155
Defaulting award of Labour Tribunal / Minor Employment Claims Adjudication Board	155	127
Failure to keep record of employees	20	18
Failure to pay periodical payments under the Employees' Compensation Ordinance	28	25
Others	62	54
Total	2 075	1 821

Among prosecutions for wage offences, one conviction 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 \$80,000, \$12,400 and \$20,000 respectively. One employer and two directors convicted of wage offences were sentenced to imprisonment. The employer was sentenced to three months' imprisonment and the two directors were each sentenced to four months' imprisonment, suspended for 24 months. The court also imposed community service orders on two directors for wage offences and the offence of defaulting award of the Labour Tribunal.

**CONTROLLING OFFICER'S REPLY****(Question Serial No. 1018)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 17):

Regarding the establishment of the Labour Department (LD), please inform this Committee of the following:

- (a) the number of directorate officers;
- (b) the ranks of these directorate civil servants, the expenses on their salaries, related benefits and allowances, as well as the personnel related expenses pertaining to them; and
- (c) the percentage of the total amount of emoluments and personnel related expenses pertaining to these directorate civil servants in the overall staff cost.

Asked by: Hon. LEUNG Kwok-hung

Reply:

The information sought is provided as follows:

- (a) There are 16 directorate posts on the establishment of LD.
- (b) The breakdown of the 16 directorate posts is as follows:

Rank	No. of posts
Administrative Officer Staff Grade A	1
Administrative Officer Staff Grade B	1
Administrative Officer Staff Grade C	1
Deputy Commissioner for Labour	1
Assistant Commissioner for Labour	5
Consultant (D3)	1
Consultant (D2)	1
Chief Labour Officer	3
Chief Occupational Safety Officer	2
<b>Total:</b>	<b>16</b>

In 2013-14, the salaries and allowances of the 16 directorate officers under Head 90 were \$26.9 million.

- (c) In 2013-14, the salaries and allowances of the 16 directorate officers accounted for about 2.6% of LD's total personal emoluments and personnel related expenses under Head 90.

**CONTROLLING OFFICER'S REPLY****LWB(L)073****(Question Serial No. 2458)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 605):

Please advise clearly on the funding made by the Administration to the Hong Kong Federation of Youth Groups (HKFYG) under the Youth Employment and Training Programme (YETP) in the past five years and the details of funding to be made in the coming year.

Asked by: Hon. LEUNG Kwok-hung

Reply:

HKFYG is one of the training bodies appointed by the Labour Department (LD) for implementing YETP. Apart from providing case management services and pre-employment training courses, it also helps disburse training allowances to trainees of YETP. The amount of funding granted to HKFYG for the above services in each of the past five financial years is as follows:

	2009-10	2010-11	2011-12	2012-13	2013-14 (up to February 2014)
Amount	\$2.5 million	\$3.2 million	\$1.4 million	\$1.2 million	\$1.2 million

Under YETP, training bodies are remunerated in accordance with the services actually delivered. Hence, LD is unable to provide information on the amount of funding to be made to HKFYG in the coming year.

**CONTROLLING OFFICER'S REPLY****LWB(L)074****(Question Serial No. 0527)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 43):

- (a) The revised estimate for 2013-14 is substantially less than the original estimate by 32.6%. What are the reasons?
- (b) Please set out the respective items which bring about the 32.6% decrease in the revised estimate as compared with the original estimated commitment.

Asked by: Hon. POON Siu-ping

Reply:

The information sought in (a) and (b) is provided as follows:

The revised provision under this Programme for 2013-14 is reduced by \$380.3 million (32.6%) owing to the lower than estimated expenditure on the following items:

Item	Decrease in Amount (\$million)
Employment programmes for the young people, middle-aged and persons with disabilities	178.8
Work Incentive Transport Subsidy Scheme	174.2
Filling of vacancies, staff increments and staff related expenses	22.1
Others	5.2
Total:	380.3

**CONTROLLING OFFICER'S REPLY**

**LWB(L)075**

**(Question Serial No. 0528)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 41):

- (a) Regarding safety and health at work, the estimate for 2014-15 is 4.6% higher than the original estimate for 2013-14. Please set out the purpose(s) of the increased expenditure.
- (b) In 2013-14, 2 604 prosecutions were initiated and 2 526 suspension/improvement notices were issued. The figures were both higher than those of 2012. However, the number of warnings issued by occupational safety officers was only 30 496, representing a decrease of more than 1 000 as compared with 2012. What are the reasons?

Asked by: Hon. POON Siu-ping

Reply:

The information sought is provided as follows:

- (a) In 2014-15, the increased expenditure is mainly due to an increase of 18 posts. The additional posts will be deployed to strengthen the monitoring of work safety of major works projects and of construction projects involving compressed air work; to enhance systemic safety of the construction industry through engagement of major project clients and promulgation of codes of practice on safe work systems and high-risk work processes; to tackle the increase in prosecution workload; and to strengthen mandatory safety training for persons engaged in hazardous work/operations.
- (b) Prosecutions are instituted and suspension/improvement notices and warnings are issued by the Labour Department's officers in justifiable cases in accordance with the relevant occupational safety and health legislation. The numbers of cases involved change from year to year.

**CONTROLLING OFFICER'S REPLY****LWB(L)076****(Question Serial No. 0534)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 2):

The original estimate for Employment Services for 2013-14 is \$1,166.9 million but the revised estimate is only \$786.6 million, a difference of 32.6%. What are the reasons for such a difference?

Asked by: Hon. POON Siu-ping

Reply:

The revised provision under this Programme for 2013-14 is reduced by \$380.3 million (32.6%) owing to the lower than estimated expenditure on the following items:

Item	Decrease in Amount (\$million)
Employment programmes for the young people, middle-aged and persons with disabilities	178.8
Work Incentive Transport Subsidy Scheme	174.2
Filling of vacancies, staff increments and staff related expenses	22.1
Others	5.2
Total:	380.3

**CONTROLLING OFFICER'S REPLY**

**LWB(L)077**

**(Question Serial No. 0535)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 3):

Regarding “inspections under the Factories and Industrial Undertakings Ordinance (FIUO) and the Occupational Safety and Health Ordinance (OSHO)”, the actual numbers of inspections in 2012 and 2013 were 128 821 and 123 115 respectively, which were higher than the planned targets. What were the reasons for not raising the target number of inspections (113 400) directly in order to strengthen the monitoring of the offences?

Asked by: Hon. POON Siu-ping

Reply:

The target number of inspections is a planning figure rather than a ceiling. The Labour Department (LD) adjusts the actual number of inspections in a year by launching special enforcement operations, having regard to operational needs, particularly the prevailing hazards to work safety. In 2013, LD carried out 123 115 inspections which exceeded the target number of 113 400 to curb the rise in accidents related to work-at-height and new works projects. LD will closely monitor the occupational safety and health situation in 2014 and adjust the number of inspections to meet the operational needs.



**CONTROLLING OFFICER'S REPLY**

**LWB(L)078**

**(Question Serial No. 0536)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 4):

Regarding the figures on “organising talks, lectures and seminars”, the actual number was lower than the target figure in the past two years. What were the reasons?

Asked by: Hon. POON Siu-ping

Reply:

Talks, lectures and seminars, among other activities, are organised by the Labour Department (LD) to promote the awareness of occupational safety and health. The target number of talks, lectures and seminars to be organised for a particular year is a planning figure. LD will adjust the number as appropriate to meet the actual demand having regard to the changing circumstances. In 2012 and 2013, the actual numbers were less than the respective targets because certain talks and lectures (e.g. those on manual handling operation, lower limb disorders and prevention of back injuries) were combined to enhance their cost-effectiveness having regard to the past attendance pattern and the number of some less popular talks was reduced.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)079**

**(Question Serial No. 0538)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 33):

The Administration plans to increase the number of inspections to employment agencies from 1 300 to 1 800. Will any additional posts be required and what is the additional expenditure involved?

Asked by: Hon. POON Siu-ping

Reply:

Two Labour Officer grade posts will be created to conduct additional inspections for employment agencies among other duties. The additional expenditure involved will be \$1,015,020.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)080**

**(Question Serial No. 0539)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 36):

The Administration stated that new plans for 2014-15 include organising thematic job fairs. What are the themes covered? What are the details? What is the expenditure involved?

Asked by: Hon. POON Siu-ping

Reply:

In 2014-15, the Labour Department (LD) plans to hold 115 thematic job fairs, including six large-scale job fairs and 109 district-based job fairs. Among these job fairs, there will be two thematic large-scale job fairs and nine thematic district-based job fairs to help the ethnic minorities (EMs) find work. While these job fairs will also be open to all other job seekers, special efforts will be made to canvass vacancies suitable for EMs and employers will be encouraged to hire EMs. LD will also organise four large-scale and 100 district-based job fairs dedicated for the retail industry as recommended by the Task Force on Manpower Development of the Retail Industry and agreed by the Government. Apart from these thematic job fairs, LD will continue to organise other large-scale and district-based job fairs to help all job seekers with employment needs find work and employers of different industries recruit staff. LD will keep in view the development of the employment market and flexibly deploy resources to organise other thematic job fairs as appropriate.

The estimated expenditure for staging the six thematic large-scale job fairs is \$1.07 million. The expenditure for organising the 109 thematic district-based job fairs cannot be separately identified as these job fairs will be organised by existing job centres.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)081**

**(Question Serial No. 0540)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 38):

In its new plans for 2014-15, the Department has mentioned “intensifying systematic preventive and enforcement measures...in view of the increase in the number of new works projects and the growth in building renovation and maintenance works”. What are the “systematic preventive measures”? How will the “enforcement measures” be intensified?

Asked by: Hon. POON Siu-ping

Reply:

In 2014-15, the Labour Department (LD) plans to intensify systematic preventive and enforcement measures in the following major areas : strengthening the monitoring of work safety of major works projects through the creation of an additional dedicated office; strengthening the monitoring of construction projects involving compressed air work through the creation of a dedicated team; enhancing systemic safety of the construction industry through engagement of major project clients and promulgation of codes of practice on safe work systems and high-risk work processes; and strengthening mandatory safety training for persons engaged in hazardous work/operations. LD will also continue to launch special enforcement campaigns targeting high-risk processes in the construction industry, such as work-at-height, lifting operation and electrical works.

**CONTROLLING OFFICER'S REPLY****LWB(L)082****(Question Serial No. 0541)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 39):

In the past five years, what was the respective number of investigations of complaints conducted by labour inspectors? What was the respective number of successful prosecutions? Please provide the numbers in the table below.

	2009	2010	2011	2012	2013
Number of investigations of complaints conducted by labour inspectors					
Number of warnings issued					
Number of successful prosecutions					

Asked by: Hon. POON Siu-ping

Reply:

Labour inspectors of the Labour Department conduct inspections to workplaces of various industries to detect suspected offences and investigate complaints. We do not keep separate statistics on the number of warnings issued and the number of successful prosecutions arising from labour inspectors' investigations of complaints. In the past five years, the number of investigations of complaints by labour inspectors as well as the overall number of warnings issued and the overall number of successful prosecutions in relation to employees' rights and benefits are provided below:

	2009	2010	2011	2012	2013
Number of investigations of complaints conducted by labour inspectors	741	790	839	797	841
Number of warnings issued	617	607	464	472	495
Number of successful prosecutions*	3 365	4 109	2 581	2 371	1 821

\* The number of successful prosecutions refers to the number of summonses convicted by court.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)083**

**(Question Serial No. 0542)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 40):

It is stated that to enhance the understanding of foreign domestic helpers (FDHs) on their statutory rights, four information kiosks were set up by the Labour Department (LD) at the popular gathering places of FDHs. Where were the kiosks located? What was the language(s) used in publicity? How many FDHs were respectively reached in those places?

Asked by: Hon. POON Siu-ping

Reply:

Four information kiosks were arranged at FDHs' popular gathering places including Chater Garden, Statue Square Gardens and Victoria Park (twice) to reach out to the FDH community and raise their awareness of their labour rights and obligations. Publicity video in Bahasa Indonesian and Tagalog was screened and information packs with useful reference materials and a souvenir with enquiry hotlines in these languages were distributed at the kiosks. A total of 24 000 information packs were distributed to FDHs during the four occasions.

**CONTROLLING OFFICER'S REPLY****LWB(L)084****(Question Serial No. 0543)**Head: (90) Labour DepartmentSubhead (No. & title): (-) Not SpecifiedProgramme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Mr. Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion (Member Question No. 42):

In the past five years, how many cases related to imported workers were investigated by the Department? How many prosecutions were successful? Please provide the respective figures in the table below:

	2009	2010	2011	2012	2013
Number of cases related to imported workers investigated					
Number of successful prosecutions					

Asked by: Hon. POON Siu-pingReply:

The information sought on imported workers under the Supplementary Labour Scheme administrated by the Labour Department is provided as follows:

	2009	2010	2011	2012	2013
Number of cases related to imported workers investigated	53	49	44	48	56
Number of successful prosecutions	0	0*	0	3	2

\* One prosecution case (involving three summonses) was subsequently withdrawn owing to insufficient evidence at court.

**CONTROLLING OFFICER'S REPLY****LWB(L)085****(Question Serial No. 0337)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question(Member Question No.7):

The Labour Department (LD) stated that the number of non-directorate posts will be increased by 62 to 2 303 as at 31 March 2015. Please inform this Committee of the nature of work, ranks and salaries of these new posts.

Asked by: Hon. SHEK Lai-him, Abraham

Reply:

The ranks and salary ranges of the 62 posts to be created are provided as follows:

Rank	No. of Posts	Salary Range (per month)
Senior Medical and Health Officer	1	\$89,565 - \$103,190
Labour Officer	4	\$57,275 - \$86,440
Assistant Labour Officer I	2	\$45,155 - \$56,810
Assistant Labour Officer II	13	\$23,285 - \$43,120
Senior Divisional Occupational Safety Officer	1	\$73,525 - \$86,440
Divisional Occupational Safety Officer	3	\$57,275 - \$70,490
Occupational Safety Officer I	9	\$47,290 - \$56,810
Occupational Safety Officer II	4	\$22,165 - \$45,155
Labour Inspector II	3	\$17,485 - \$32,760
Personal Secretary II	1	\$12,745 - \$24,450
Clerical Officer	3	\$25,685 - \$32,760
Assistant Clerical Officer	12	\$11,975 - \$24,450
Clerical Assistant	6	\$10,560 - \$18,535
Total:	62	

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

- (a) reinforcing the handling of trade union related matters;
- (b) strengthening the monitoring of employment agencies;
- (c) providing additional office administrative support to strengthen the effective implementation of Statutory Minimum Wage;



- (d) stepping up enforcement under the Employees' Compensation Ordinance by investigating suspected offences;
- (e) strengthening support for implementing the various activities endorsed by the Standard Working Hours Committee which include conducting wide public consultation and collecting comprehensive working hours statistics;
- (f) assisting in the management of the Job Vacancy Processing Centre and vetting the vacancies submitted by employers for recruitment services;
- (g) processing the increasing number of applications made under the Supplementary Labour Scheme, and offering job matching services to local job seekers on relevant job titles;
- (h) conducting inspections to workplaces/accommodation of imported workers to check employers' compliance with relevant legislation/requirements;
- (i) strengthening the monitoring of construction projects involving compressed air works, regulating work safety of major works projects, enhancing systemic safety of construction industry, and administering prosecution proceedings in connection with occupational safety; and
- (j) strengthening the regulation of mandatory safety training for persons engaged in hazardous work/operations.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)086**

**(Question Serial No. 0414)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 45):

In light of the continued labour shortage of Hong Kong, how will the Administration enhance the flexibility and application procedure under the Supplementary Labour Scheme (SLS)? The current approval time under the Scheme is around three to four months as mentioned by the Secretary for Labour and Welfare. Will the Administration consider deploying additional resources and manpower to facilitate SLS? If yes, of the details; if no, of the reasons. Meanwhile, it is estimated that the number of applications under the Scheme processed in 2014 is 1 100. Given that labour shortage will continue to increase, is the Administration prepared to handle more applications? Is the Labour Department (LD) financially prepared to increase the number of manpower and resources to process more applications under SLS?

Asked by: Hon. SHEK Lai-him, Abraham

Reply:

Over the years, the Administration has closely monitored the implementation of SLS. We have also reviewed and streamlined the vetting criteria and procedures under SLS as appropriate, in consultation with the Labour Advisory Board (LAB). We will continue to work closely with LAB on this. After securing the agreement of LAB, relevant government bureaux and departments are working together to streamline application procedures under SLS for public works projects to speed up the processing of relevant applications in the construction sector.

To cope with the continuing increase in SLS applications and imported workers in Hong Kong, a total of six posts (three Assistant Labour Officers and three Labour Inspectors) will be created within the Labour Department for three years from 2014-15 to strengthen the case processing capacity and enforcement function under SLS. We will continue to monitor any further changes in caseloads against our manpower requirements.

**CONTROLLING OFFICER'S REPLY****LWB(L)087****(Question Serial No. 1762)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 51):

With respect to the occupational health clinics of the Labour Department (LD), would the Administration advise this Committee on the following: the number of patients who sought consultation related to working environment or industrial accidents in the past three years (with a breakdown by age and sex); and the diseases or injuries of the patients in the past three years (with a breakdown by age and sex).

Asked by: Hon. SIN Chung-kai

Reply:

The information on 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, broken down by sex and age of the patients, is set out in the following tables respectively:

By sex

Sex	2011	2012	2013
Male	677 (35.7%)	633 (33.3%)	608 (34.5%)
Female	1 217 (64.3 %)	1 267 (66.7 %)	1 156 (65.5%)
<b>Total</b>	<b>1 894 (100%)</b>	<b>1 900 (100%)</b>	<b>1 764 (100%)</b>

By age

Age Group	2011	2012	2013
20 or below	3 (0.2%)	3 (0.2%)	3 (0.2%)
Above 20 to 40	416 (22.0%)	433 (22.7%)	439 (24.9%)
Above 40 to 60	1 411 (74.4%)	1 386 (73.0%)	1 235 (70.0%)
Above 60	64 (3.4%)	78 (4.1%)	87 (4.9%)
<b>Total</b>	<b>1 894 (100%)</b>	<b>1 900 (100%)</b>	<b>1 764 (100%)</b>

In the past three years, about 90% of patients attending the occupational health clinics of LD suffered from musculoskeletal diseases. Breakdowns of the members of patients with musculoskeletal diseases and with other injuries by sex and age are set out in the following tables:

(i) Musculoskeletal Diseases<sup>1</sup>

By sex

Sex	2011	2012	2013
Male	618 (33.6%)	624 (34.0%)	567 (33.3%)
Female	1 224 (66.4%)	1 216 (66.0%)	1 136 (66.7%)
<b>Total</b>	<b>1 842 (100%)</b>	<b>1 840 (100%)</b>	<b>1 703 (100%)</b>

By age

Age	2011	2012	2013
20 or below	5 (0.3%)	3 (0.2%)	4 (0.2%)
Above 20 to 40	390 (21.2%)	389 (21.1%)	409 (24.0%)
Above 40 to 60	1 380 (74.9%)	1 356 (73.7%)	1 198 (70.4%)
Above 60	67 (3.6%)	92 (5.0%)	92 (5.4%)
<b>Total</b>	<b>1 842 (100%)</b>	<b>1 840 (100%)</b>	<b>1 703 (100%)</b>

(ii) Other Injuries<sup>1</sup>

By sex

Sex	2011	2012	2013
Male	79 (46.7%)	59 (31.4%)	69 (34.2%)
Female	90 (53.3%)	129 (68.6%)	133 (65.8%)
<b>Total</b>	<b>169 (100%)</b>	<b>188 (100%)</b>	<b>202 (100%)</b>

By age

Age	2011	2012	2013
20 or below	0 (0.0%)	1 (0.5%)	0 (0.0%)
Above 20 to 40	36 (21.2%)	49 (26.1%)	41 (20.3%)
Above 40 to 60	123 (72.9%)	135 (71.8%)	152 (75.2%)
Above 60	10 (5.9%)	3 (1.6%)	9 (4.5%)
<b>Total</b>	<b>169 (100%)</b>	<b>188 (100%)</b>	<b>202 (100%)</b>

<sup>1</sup> The number of musculoskeletal diseases or other injuries includes those caused by, related to or aggravated by work and those that were unrelated to work.

**CONTROLLING OFFICER'S REPLY****(Question Serial No. 1763)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 52):

Regarding false self-employment, would the Administration advise this Committee on the following:

- (a) the figures on false self-employment and involuntary false self-employment detected in the past three years;
- (b) the number of operations carried out against false self-employment and the expenditure involved in the past three years; and
- (c) information on the educational and promotional work related to false self-employment as well as the expenditure involved in the past three years.

Asked by: Hon. SIN Chung-kai

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 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:

	2011	2012	2013
No. of false self-employment cases detected	4	13	22

- (b) In 2011, 2012 and 2013, the number of workplace inspections conducted by LD to establishments to check, inter alia, whether there are false self-employment practices was 138 395, 143 680 and 151 912 respectively. Labour inspectors of LD enforced various labour laws in the course of their duties and the staff cost on tackling "false self-employment" could not be separately identified.

- (c) 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:

<b>Year</b>	<b>Details of the educational and publicity efforts</b>	<b>Expenditure involved (\$)</b>
2011-12	Production of two radio Announcements in the Public Interest (APIs), broadcasting television and radio APIs, publication of leaflets and promotional materials, distributing posters, advertisements on minibuses and taxis, issue of feature articles, organisation of talks and roving exhibitions.	478,000
2012-13	Broadcast of television and radio APIs, publication of a new poster, leaflets and promotional materials, issue of feature articles, advertisements on buses and taxis, organisation of talks and roving exhibitions.	367,000
2013-14	Broadcast of television and radio APIs, publication of leaflets with new design and related promotional materials, posters, issue of feature article, advertisements on buses and taxis, organisation of talks and roving exhibitions.	454,000

**CONTROLLING OFFICER'S REPLY**

**LWB(L)089**

**(Question Serial No. 1765)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 54):

What is the estimated expenditure of the Standard Working Hours (SWH) Committee in 2014-15? What will be its major work in 2014-15? Will it include a study on the legislative details of SWH?

Asked by: Hon. SIN Chung-kai

Reply:

The estimated expenditure of the SWH Committee, excluding staff cost, in 2014-15 is \$12.85 million.

In 2014-15, the SWH Committee will conduct a major public consultation exercise and collect comprehensive working hours statistics, with a view to promoting informed and in-depth discussions of the community on the subject of working hours, building consensus and assisting the Government to identify the way forward.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)090**

**(Question Serial No. 1766)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (1) Labour Relations  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 55):

It is stated in paragraph 7 under Head 90 that the Administration will promote family-friendly employment practices (FFEP) in collaboration with industry-based Tripartite Committees. What are the expenditure and details? What FFEP will be promoted? Will the FFEP be first implemented in the civil service?

Asked by: Hon. SIN Chung-kai

Reply:

The Labour Department (LD) plans to promote FFEP in collaboration with industry-based Tripartite Committees through deliberating and sharing effective means to implement various categories of practices, such as family leave benefits, flexible work arrangements and employee support schemes, that suit the operational circumstances of individual industries. Briefings by exemplary employers will also be arranged to share their successful experience in implementing such enlightened employment practices so as to help cultivate a family-friendly employment culture and working environment in various industries. Promotion of good people management measures in various industries is an integral part of LD's efforts in promoting harmonious labour relations. LD does not have a separate breakdown of expenditure for organising the related activities.

The five-day week initiative has been implemented in the civil service since 2006. With effect from 1 April 2012, the Government has provided its eligible employees with five working days of paternity leave with full pay.



**CONTROLLING OFFICER'S REPLY**

**LWB(L)091**

**(Question Serial No. 1767)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 56):

Regarding paragraph 11 under Head 90, how many overseas economies have established and promoted the Working Holiday Schemes (WHS) in collaboration with Hong Kong? What is the number of Hong Kong youths involved? What is the expenditure? Does the Administration have any plan to continue implementing the initiative in 2014-15? Will there be any additional destinations of WHS?

Asked by: Hon. SIN Chung-kai

Reply:

The Government of Hong Kong Special Administration Region has established WHS arrangements with nine economies including Australia, Canada, France, Germany, Ireland, Japan, New Zealand, South Korea and the United Kingdom. More than 34 000 youths from Hong Kong have participated in WHS since it was first launched in 2001. In 2013-14, the Labour Department (LD) spent about \$160,000 on publicising WHS to young people. LD will continue to explore the signing of WHS arrangements with more economies in 2014-15.

**CONTROLLING OFFICER'S REPLY****LWB(L)092****(Question Serial No. 1768)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 57):

What was the number of applications to the Protection of Wages on Insolvency Fund (PWIF) in each of the past three years? What were the industries involved, the total amount claimed, the average amount of ex gratia payment made per application and the time required to effect payment?

Asked by: Hon. SIN Chung-kai

Reply:

The information sought is provided as follows:

## (a) Breakdown of applications received by industry

Year	Industry	No. of applications
2011	Food and beverage service activities	978
	Construction	642
	Retail trade	466
	Import and export trade	441
	Manufacture of food products	184
	Financial service activities (except insurance and pension funding)	108
	Others	910
	Total	3 729
2012	Food and beverage service activities	945
	Construction	448
	Import and export trade	427
	Manufacture of wearing apparel	149
	Manufacture of textiles	130
	Retail trade	129
	Others	748
	Total	2 976
2013	Construction	356
	Food and beverage service activities	271
	Import and export trade	245
	Land transport	185
	Travel agency, reservation service and related activities	176
	Other personal service activities	146
	Others	702
	Total	2 081

- (b) Total amount of payment claimed and the average amount of ex gratia payment made per approved application:

	2011	2012	2013
Total amount claimed (\$ million)	196.0	176.0	132.4
Average amount made per approved application	\$19,137	\$22,160	\$26,167

- (c) Time required to effect payment:

Payment Time	No. of Applications		
	2011	2012	2013
4 weeks or less	3 741	2 767	1 773
More than 4 weeks to 6 weeks	106	105	79
More than 6 weeks to 8 weeks	38	15	3
More than 8 weeks to 10 weeks	1	0	0
Total	3 886	2 887	1 855

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 1769)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 58):

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

- (a) What were the specific work details of and expenditure involved in the targeted operations mounted and publicity programmes launched in 2013-14?
- (b) 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 2014-15?
- (c) Will the Administration assess the effectiveness of the operations? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. SIN Chung-kai

Reply:

The information sought is provided as follows:

- (a) In 2013, LD mounted 210 joint operations with the Police and ImmD to raid establishments suspected to have been involved in illegal employment. LD also launched publicity campaigns to enhance public awareness of the serious consequences of employing illegal workers and encouraged the reporting of suspected offences through the mass media, posters and advertisements on public transport, etc.

As labour inspectors enforced various labour laws in the course of their duties, the staff cost on combating illegal employment could not be separately identified. The expenditure on publicity programmes for combating illegal employment in 2013-14 is estimated to be \$141,500.

- (b) In 2014-15, 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) Combating illegal employment is an on-going effort. LD will regularly review the effectiveness of our enforcement actions including intelligence collection and identification of suspected establishments in conjunction with other law enforcement departments.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)094**

**(Question Serial No. 1770)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (1) Labour Relations  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 59):

Has the Administration conducted any survey on the number of employees who have been granted 17 days of statutory 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? Will the Administration undertake to legislate in this regard within a particular period of time?

Asked by: Hon. SIN Chung-kai

Reply:

The Labour Department (LD) 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 statistics collected, LD is conducting a study on the impact of increasing the number of statutory holidays on the operating cost of employers, in particular small and medium enterprises. LD will report the findings to the Labour Advisory Board and the Legislative Council Panel on Manpower upon completion of the study and seek their views. The study is being conducted by existing staff among their other duties, and the expenditure involved cannot be separately identified.

It is not appropriate to prejudge the outcome of the study and the subsequent consultation exercise at this stage.

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 1773)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 62):

The Labour Department (LD) provides free employment service to all job seekers. It provides assistance and counselling 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: the number of users of the free employment service in 2013-14; the expenditure involved; their placement rates after receiving the service; whether funds and manpower will be set aside to cope with a sudden increase in the demand for the service; and the estimated number of users of the service for 2014-15 and the financial provision for the service?

Asked by: Hon. SIN Chung-kai

Reply:

In 2013, a total of 85 353 job seekers registered for free employment services, including 82 748 able-bodied job seekers and 2 605 job seekers with disabilities. At present, over 90% of the vacancies advertised through LD are open with employers' contact details. Job seekers can approach the employers direct without registration with LD, e.g. at job fairs or through Interactive Employment Service. In 2013, LD secured 159 188 placements for job seekers, including 156 727 placements for able-bodied job seekers and 2 461 placements for job seekers with disabilities.

In the 2012/13 programme year (September 2012 to August 2013) of the Youth Employment and Training Programme (YETP), 8 095 trainees were enrolled and received pre-employment training, workplace attachment, on-the-job training and personalised career guidance, and 2 758 trainees were placed into training vacancies. LD had conducted a trainee development survey for trainees of the 2012/13 programme year which showed that 74.8% of the respective sampled trainees were in employment.

In 2013-14, the estimated expenditure for providing the full range of employment services is \$304.8 million. In 2014, it is estimated that 85 600 job seekers will register for free employment services, including 83 000 able-bodied job seekers and 2 600 job seekers with disabilities. For YETP, it is estimated that 8 500 trainees will be enrolled in the 2013/14 programme year. The estimated expenditure for providing the full range of employment services is \$442.6 million in 2014-15.

In the event of a sudden surge in service demand, LD will redeploy its resources to cater for the employment needs of the job seekers.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)096**

**(Question Serial No. 1774)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 63):

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: the specific details of work of the employment and training centre and the expenditure involved in 2012-13 and 2013-14; the specific details of work of the employment and training centre and the expenditure involved in 2014-15; whether the Administration will assess the effectiveness of EOS; the details if an assessment is to be made or the reasons for not doing so; and the number of beneficiaries, the placement rate and the occupation profile since the setting up of the centre.

Asked by: Hon. SIN Chung-kai

Reply:

The EOS in Tin Shui Wai provides free recruitment and employment services to employers and job seekers. Apart from providing a full range of regular self-help job search facilities and employment services available at 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, and recipients of the Comprehensive Social Security Assistance (CSSA) referred by 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 job seekers. The expenditure for operating EOS in 2012-13 was about \$8.3 million (excluding staff cost) and the estimated expenditure in 2013-14 is \$9.3 million (excluding staff cost).

In 2014-15, 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, and CSSA recipients referred by SWD. LD will continue its collaboration with ERB in organising training activities for enhancing the job search skills of job seekers. The estimated expenditure for operating EOS in 2014-15 is about \$8.9 million (excluding staff cost).

LD has 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. LD is now conducting a review of the performance and the overall effectiveness of EOS in light of the past two years of operation. LD will also explore whether, and if so how, the EOS mode of operation can be extended to other districts.

EOS was set up in December 2011. In 2012 and 2013, EOS recorded a total of 124 939 visitors and 20 651 registered job seekers respectively. Case management and employment support services were provided to 1 682 job seekers with special employment difficulties, including 1 592 unemployed able-bodied CSSA recipients referred by SWD and 90 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. In 2012 and 2013, EOS made 17 531 job referrals and secured 3 562 placements through referral services. A breakdown of these placements by occupation is provided below:

By occupation

<b>Occupation</b>	<b>No. of placements</b>
Managers and administrators	16
Professionals and Associate Professionals	226
Clerical support workers	603
Service workers	731
Shop sales workers	372
Skilled agricultural and fishery workers	11
Craft and related workers	101
Plant and machine operators and assemblers	112
Elementary occupations	1 354
Others	36
<b>Total</b>	<b>3 562</b>

Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers who have found work through direct application are not required to report their placement positions to LD.



**CONTROLLING OFFICER'S REPLY**

**LWB(L)097**

**(Question Serial No. 0212)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 5):

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

- (a) In the past five years (i.e. 2009-10, 2010-11, 2011-12, 2012-13 and 2013-14), how many complaints involving imported workers under SLS were received by the Labour Department (LD) (please provide a breakdown of the figures by year, industry, job title, type of complaints, number of workers involved and investigation result)? Of which, how many involved exploitation of employees and what was their percentage share in the total number of cases? What were the numbers of arrests and convictions?
- (b) In the past five years (i.e. 2009-10, 2010-11, 2011-12, 2012-13 and 2013-14), how many applications for extension of stay for work were received by LD? Of which, how many were granted extension and what was their percentage share in the total number of applications (please provide a breakdown of the figures by year, industry, job title, wage level, work period and number of workers involved)?

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) From 2009 to 2013, LD received 12, 10, 17, 22 and 20 complaints respectively involving imported workers under SLS.

The annual breakdowns of the above figures by industry, job title, type of complaints, number of workers involved and investigation result are provided as follows:

## (i) By industry

Industry	Number of complaints*				
	2009	2010	2011	2012	2013
1. Agriculture and Fishing	3	1	2	5	1
2. Manufacturing	1	2	2	1	2
3. Construction	0	0	0	0	1
4. Wholesale, Retail and Import/ Export Trades, Restaurants and Hotels	1	0	0	0	1
5. Transport, Storage and Communications	0	0	0	0	0
6. Financing, Insurance, Real Estate and Business Services	1	0	0	0	0
7. Community, Social and Personal Services	6	7	13	16	15
Total	12 (12)	10 (10)	17 (20)	22 (34)	20 (21)

\* Individual complaints may involve more than one imported worker. Figures in ( ) refer to the number of imported workers involved.

## (ii) By job title

Job title	Number of complaints*				
	2009	2010	2011	2012	2013
1. Care Worker (Elderly Service)	6	6	13	16	15
2. Livestock/ Poultry/ Fish/ Crop Farm Worker	3	1	2	4	1
3. Bean Curd/ Soya Bean Bean Sprout Processing Worker	1	1	1	0	1
4. Others	2	2	1	2	3
Total	12	10	17	22	20

## (iii) By type of complaints

Type of complaints	Number of complaints*				
	2009	2010	2011	2012	2013
1. Payment of wages	4	7	15	13	13
2. Working hours arrangement	3	2	1	6	4
3. Others	5	1	1	3	3
Total	12	10	17	22	20

(iv) By investigation result

Investigation result	Number of complaints substantiated				
	2009	2010	2011	2012	2013
1. Prosecution taken as a result of the complaints in table (iii)	0	0@	0	2#	0
2. Warning letters issued	0	1	3	3	4
Total	0	1	3	5	4
<i>(Percentage share in total number of complaints)</i>	<i>N/A</i>	<i>(10.0%)</i>	<i>(17.6%)</i>	<i>(22.7%)</i>	<i>(20.0%)</i>

@ One prosecution case was subsequently withdrawn owing to insufficient evidence at court.

# One employer was convicted for wage offences and fined \$20,000 in two summonses, while the other was convicted for failure to take out employees' compensation insurance and fined \$3,000.

Warning letters were issued to employers involved in the remaining individual substantiated complaints because the employers concerned had duly rectified the irregularities which were of a technical nature, for example, late payment of wages to imported workers by just one or two days.

- (b) Under SLS, imported workers are required to return to their place of origin on completion of their employment contracts which last for no more than 24 months. According to the Immigration Department, extension of stay beyond the employment contract period is not allowed.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)098**

**(Question Serial No. 0702)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 25):

Would the Administration please provide the following information:

- (a) A breakdown (by gender, age, nationality and residential district) of the total numbers of ethnic minority job seekers registered in the past three years (i.e. 2011-12, 2012-13 and 2013-14);
- (b) A breakdown (by gender, age, nationality, residential and employment district, industry, mode of employment and earnings) of the numbers of ethnic minority job seekers with job referrals arranged by the Labour Department (LD) and the numbers and rates of successful placements in the past three years (i.e. 2011-12, 2012-13 and 2013-14);
- (c) Were there any complaints, requests for assistance or reported cases in respect of discrimination or unfair treatment during job seeking and employment received from ethnic minority job seekers in the past three years (i.e. 2011-12, 2012-13 and 2013-14)? If yes, what were the details? Were there any employers or relevant parties convicted and prosecuted?
- (d) In 2014-15, 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 manpower arrangement? If no, what are the reasons?

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) In 2011, 2012 and 2013, the numbers of ethnic minority job seekers registered with LD for employment services were 901, 981 and 787 respectively. The gender, age, nationality and residential district profile of these job seekers are provided in Annex 1.
- (b) 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 2011, 2012 and 2013, 1 384, 1 235 and 1 168 job referrals were arranged for ethnic minority job seekers respectively. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers who have found work through direct application are not required to report their placement positions to LD.

In 2011, 2012 and 2013, 72, 61 and 57 placements were secured for ethnic minority job seekers respectively through LD's referral services. Information on these placements by gender, age, nationality, residential district, industry and earnings is provided in Annex 2. LD does not have the breakdown of these placements by employment district and mode of employment.

- (c) In the past three years (2011 to 2013), LD received one complaint from a social worker acting on behalf of an ethnic minority job seeker who applied for a vacancy advertised via LD. The ethnic minority job seeker alleged that he was not employed because of his ethnicity. LD looked into the case and the employer explained that the ethnic minority job seeker was not recruited because he could not meet the job requirements. The employer was advised by LD of relevant requirements of the Race Discrimination Ordinance.
  
- (d) In addition to a wide range of employment services available for all job seekers, LD has specifically set up resource corners and special counters at all its 12 job centres to assist the ethnic minority job seekers. Tailor-made employment briefings are organised to help the ethnic minority job seekers better understand the local labour market situation and improve job search skills. Ethnic minority job seekers may also meet the employment advisors 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 employment programmes to enhance their employability. LD will continue to canvass suitable vacancies and organise large-scale and district-based job fairs targeting ethnic minority job seekers in 2014-15 to help them find work. The employment support services for ethnic minority job seekers are provided by existing staff among their other duties, and the manpower involved cannot be separately identified.

Number of ethnic minority job seekers registered with LDBy gender

Gender	No. of job seekers		
	2011	2012	2013
Male	494	563	439
Female	407	418	348
<b>Total</b>	<b>901</b>	<b>981</b>	<b>787</b>

By age

Age	No. of job seekers		
	2011	2012	2013
15 - below 20	64	85	74
20 - below 30	223	221	179
30 - below 40	274	308	269
40 - below 50	211	228	165
50 - below 60	110	117	79
60 or above	19	22	21
<b>Total</b>	<b>901</b>	<b>981</b>	<b>787</b>

By nationality

Nationality	No. of job seekers		
	2011	2012	2013
Pakistani	220	245	230
Indian	160	185	149
Filipino	178	158	113
Nepalese	84	98	74
Indonesian	78	69	41
Thai	66	67	45
Others	115	159	135
<b>Total</b>	<b>901</b>	<b>981</b>	<b>787</b>

By residential district

District	No. of job seekers		
	2011	2012	2013
Hong Kong Island	246	281	190
Kowloon West	153	170	189
Kowloon East	126	173	154
New Territories East	89	65	66
New Territories West	287	292	188
<b>Total</b>	<b>901</b>	<b>981</b>	<b>787</b>

Number of job placements secured for ethnic minority job seekers through LD's referralBy gender

Gender	No. of placements		
	2011	2012	2013
Male	26	19	20
Female	46	42	37
<b>Total</b>	<b>72</b>	<b>61</b>	<b>57</b>

By age

Age	No. of placements		
	2011	2012	2013
15 - below 20	3	4	5
20 - below 30	12	14	8
30 - below 40	17	10	18
40 - below 50	25	21	17
50 - below 60	12	7	7
60 or above	3	5	2
<b>Total</b>	<b>72</b>	<b>61</b>	<b>57</b>

By nationality

Nationality	No. of placements		
	2011	2012	2013
Pakistani	11	8	11
Indian	10	4	12
Filipino	12	18	12
Nepalese	4	1	2
Indonesian	13	14	5
Thai	14	8	7
Others	8	8	8
<b>Total</b>	<b>72</b>	<b>61</b>	<b>57</b>

By residential district

District	No. of placements		
	2011	2012	2013
Hong Kong Island	18	17	14
Kowloon West	6	5	6
Kowloon East	14	9	17
New Territories East	8	6	5
New Territories West	26	24	15
<b>Total</b>	<b>72</b>	<b>61</b>	<b>57</b>

By industry

<b>Industry</b>	<b>No. of placements</b>		
	<b>2011</b>	<b>2012</b>	<b>2013</b>
Manufacturing	6	5	6
Construction	5	5	5
Wholesale, retail and import/export trades, restaurants and hotels	34	26	22
Transport, storage and communications	3	4	5
Financing, insurance, real estate and business services	9	7	10
Community, social and personal services	14	13	7
Others (including government sector)	1	1	2
<b>Total</b>	<b>72</b>	<b>61</b>	<b>57</b>

By earnings

<b>Monthly earnings</b>	<b>No. of placements</b>		
	<b>2011</b>	<b>2012</b>	<b>2013</b>
Below \$4,000	4	4	3
\$4,000 – below \$5,000	3	2	0
\$5,000 – below \$6,000	8	3	1
\$6,000 – below \$7,000	11	12	4
\$7,000 – below \$8,000	14	11	10
\$8,000 – below \$9,000	12	8	4
\$9,000 – below \$10,000	7	10	14
\$10,000 or above	13	11	21
<b>Total</b>	<b>72</b>	<b>61</b>	<b>57</b>



**CONTROLLING OFFICER'S REPLY**

**LWB(L)099**

**(Question Serial No. 0703)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 29):

Would the Administration please provide the following information:

- (a) A breakdown (by gender, age, nationality and residential district) of the total number of new arrival job seekers registered in the past three years (i.e. 2011-12, 2012-13 and 2013-14);
- (b) A breakdown (by gender, age, nationality, residential and employment district, industry, mode of employment and earnings) of the numbers of new arrival job seekers with job referrals arranged by the Labour Department (LD) and the numbers and rates of successful placements in the past three years (i.e. 2011-12, 2012-13 and 2013-14);
- (c) Were there any complaints, requests for assistance or reported cases in respect of discrimination or unfair treatment during job seeking and employment received from new arrival job seekers in the past three years (i.e. 2011-12, 2012-13 and 2013-14)? If yes, what were the details? Were there any employers or relevant parties convicted and prosecuted?
- (d) In 2014-15, will there be any targeted measures to enhance employment support to new arrival job seekers in career guidance, pre-employment and on-the-job training? If yes, what are the details and estimated manpower arrangement? If no, what are the reasons?

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) In 2011, 2012 and 2013, there were 7 773, 8 354 and 6 724 new arrival job seekers from the Mainland registered with LD for employment services respectively. Breakdowns of these numbers by gender, age and residential district are provided in Annex 1.
- (b) 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. In 2011, 2012 and 2013, 10 069, 12 138 and 9 801 job referrals were arranged by LD for new arrival job seekers from the Mainland respectively. Job seekers who have found work through direct application are not required to report their placement positions to LD.

In 2011, 2012 and 2013, 1 148, 1 082 and 1 060 placements were secured for new arrival job seekers from the Mainland respectively through LD's referral services. Breakdowns of these numbers by gender, age, residential district, industry and earnings are provided in Annex 2. LD does not have the breakdown of the placements by nationality, employment district and mode of employment.

- (c) In the past three years (i.e. 2011 to 2013), LD did not receive any complaints, requests for assistance or reports on discrimination or unfair treatment against specific employers from new arrival job seekers.
- (d) 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 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 advisors 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 their employability. In 2014-15, LD will continue to strengthen collaboration with non-governmental organisations providing services to new arrivals so that they will refer the new arrivals with employment needs to LD for employment services at job centres. LD will also continue to proactively promote large-scale and district-based job fairs to new arrival job seekers and encourage their participation so as to speed up their job search. The employment support services for new arrival job seekers are provided by existing staff among their other duties and the manpower involved cannot be separately identified.

Number of new arrival job seekers registered with LDBy gender

<b>Gender</b>	<b>No. of job seekers</b>		
	<b>2011</b>	<b>2012</b>	<b>2013</b>
Male	2 204	2 630	2 182
Female	5 569	5 724	4 542
<b>Total</b>	<b>7 773</b>	<b>8 354</b>	<b>6 724</b>

By age

<b>Age</b>	<b>No. of job seekers</b>		
	<b>2011</b>	<b>2012</b>	<b>2013</b>
15 - below 20	499	624	505
20 - below 30	2 964	3 093	2 385
30 - below 40	2 530	2 692	2 251
40 - below 50	1 408	1 460	1 134
50 - below 60	321	403	353
60 or above	51	82	96
<b>Total</b>	<b>7 773</b>	<b>8 354</b>	<b>6 724</b>

By residential district

<b>District</b>	<b>No. of job seekers</b>		
	<b>2011</b>	<b>2012</b>	<b>2013</b>
Hong Kong Island	1 090	1 183	720
Kowloon West	1 589	1 549	1 175
Kowloon East	1 878	2 191	1 932
New Territories East	1 259	1 498	1 115
New Territories West	1 957	1 933	1 782
<b>Total</b>	<b>7 773</b>	<b>8 354</b>	<b>6 724</b>

Number of job placements secured for new arrival job seekers through LD's referralBy gender

<b>Gender</b>	<b>No. of placements</b>		
	<b>2011</b>	<b>2012</b>	<b>2013</b>
Male	243	276	218
Female	905	806	842
<b>Total</b>	<b>1 148</b>	<b>1 082</b>	<b>1 060</b>

By age

<b>Age</b>	<b>No. of placements</b>		
	<b>2011</b>	<b>2012</b>	<b>2013</b>
15 - below 20	42	35	45
20 - below 30	415	420	390
30 - below 40	413	352	386
40 - below 50	227	206	178
50 - below 60	45	57	46
60 or above	6	12	15
<b>Total</b>	<b>1 148</b>	<b>1 082</b>	<b>1 060</b>

By residential district

<b>District</b>	<b>No. of placements</b>		
	<b>2011</b>	<b>2012</b>	<b>2013</b>
Hong Kong Island	177	152	122
Kowloon West	213	164	172
Kowloon East	252	264	269
New Territories East	188	193	182
New Territories West	318	309	315
<b>Total</b>	<b>1 148</b>	<b>1 082</b>	<b>1 060</b>

By industry

<b>Industry</b>	<b>No. of placements</b>		
	<b>2011</b>	<b>2012</b>	<b>2013</b>
Manufacturing	63	60	52
Construction	18	25	17
Wholesale, retail and import/export trades, restaurants and hotels	727	655	697
Transport, storage and communications	29	50	48

Financing, insurance, real estate and business services	106	102	83
Community, social and personal services	200	186	163
Others (including government sector)	5	4	0
<b>Total</b>	<b>1 148</b>	<b>1 082</b>	<b>1 060</b>

By earnings

Monthly earnings	No. of placements		
	2011	2012	2013
Below \$4,000	106	64	34
\$4,000 – below \$5,000	47	34	25
\$5,000 – below \$6,000	84	47	47
\$6,000 – below \$7,000	207	140	97
\$7,000 – below \$8,000	274	213	141
\$8,000 – below \$9,000	257	284	236
\$9,000 – below \$10,000	74	155	231
\$10,000 or above	99	145	249
<b>Total</b>	<b>1 148</b>	<b>1 082</b>	<b>1 060</b>

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 0704)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services (3) Safety and Health at Work  
(4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No.73):

Would the Administration please inform this Committee of the following:

- (a) The number of job vacancies in the construction industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year and job title);
- (b) The number of employed persons in the construction industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year, gender, age group and job title);
- (c) The number of underemployed persons and the underemployment rate in the construction industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year, gender, age group and job title);
- (d) The number of unemployed persons and the unemployment rate in the construction industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year and job title);
- (e) The median wage, wage index and pay rise in the construction industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year and job title);
- (f) The number of cases of occupational diseases and accidents in the construction industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year, job title, type of occupational diseases/injuries and workplace);
- (g) The number of imported workers in the construction industry in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year, job title, workplace and wage level);
- (h) In 2013-14, what specific measures were taken to meet the manpower demand in the construction industry; and
- (i) In 2014-15, does the Administration have any appropriate staff retention policy to attract local young people to join the construction industry? If yes, what are the details and the expenditure involved? If no, what are the reasons?

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) to (e) Based on the information collected by the Census and Statistics Department (C&SD), the relevant statistics are listed at Annexes 1 to 4 respectively. C&SD does not collect the relevant statistics by job title.
- (f) In 2011, 2012 and the first three quarters of 2013\*, there were 3 112, 3 160 and 2 328 industrial accidents in the construction industry. The Labour Department (LD) does not keep information on accidents by job title, type of injuries and workplace.

In 2011, 2012 and first three quarters of 2013\*, there were 1, 15 and 4 cases of confirmed occupational diseases respectively in the construction industry, as reported under the Employees' Compensation Ordinance. LD does not keep information on occupational diseases by job title and workplace. A breakdown of the occupational diseases by year and type is as follows:

	<b>Musculoskeletal</b>	<b>Compressed air illness</b>	<b>Total</b>
2011	0	1	1
2012	3	12	15
First three quarters of 2013*	0	4	4

\* Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first three quarters of 2013. The industrial accident statistics of the full year of 2013 will be released in April 2014.

- (g) Under the Supplementary Labour Scheme (SLS), imported workers must be remunerated at not less than the median monthly wage of the relevant job title as promulgated by C&SD.

In 2011, 2012 and 2013, the number of imported workers approved under SLS for the construction industry was 14, 284 and 566 respectively. A breakdown of the number of these imported workers by job title and median monthly wage is at Annexes 5 to 7.

- (h) In anticipation of the increased manpower demand arising from heavy infrastructure development and to address the manpower challenges of ageing and skills mismatch, the Development Bureau (DEVB) has deployed a series of measures, with funding of about \$320 million approved by the Legislative Council in 2010 and 2012, to support the Construction Industry Council (CIC) to strengthen its role in training local construction personnel, and to enhance promotion and publicity activities to attract more people to join the industry, especially young people.

Various training initiatives have been implemented and training courses conducted by CIC to help address manpower demand. Amongst them, to target trades with projected labour shortage, acute ageing or recruitment difficulties, DEVB has collaborated with CIC to launch the "Enhanced Construction Manpower Training Scheme (ECMETS)" with enhanced training allowances (under the aforesaid \$320 million funding commitment) to train a target of 6 000 semi-skilled workers by end 2014. To diversify the modes of training and provide more training places, CIC has collaborated with contractors to train semi-skilled workers, whereby contractors hire trainees first and then train them on-site with CIC's subsidies. This facilitates trainees to acquire early on-site experience.

Further, DEVB has provided subsidies for fees of trade tests, specified training courses and skills enhancement courses to encourage and assist the in-service construction workers to be registered as skilled workers, and has provided subsidy to the senior construction workers to assist them to advance to the frontline supervisors/management level.

- (i) In addition to those mentioned above, CIC launched several new initiatives in mid 2013 to attract new entrants to join and help retain workers in the industry. Such initiatives include providing a monthly subsidy of \$2,800 for 11 months to students who are committed to join the electrical and mechanical (E&M) apprenticeship after completing the basic craft certificates in the Vocational Training Council with a view to enhancing the manpower resource for E&M trades. Further, CIC launched the On-The-Job Training Subsidy (OJTS) to provide subsidies to support contractors to train up ECMTS graduate trainees with a view to enhancing their productivity. During the six-month subsidy period, CIC will provide subsidies ranging from \$4,000 to \$6,000 per month to contractors who employ ECMTS graduate trainees. The contractors will continue to employ the graduate trainees for at least another 12 months from the end of the subsidy period.



**Number of job vacancies in the construction sector in 2011, 2012 and 2013**

<b>Year</b>	<b>Average number of vacancies</b>
2011 <sup>(#)</sup>	329
2012 <sup>(#)</sup>	642
2013 <sup>(*)</sup>	947

Notes: Vacancies refer to unfilled job openings which are immediately available, and for which active recruitment steps are being taken on the survey reference date.

The numbers of vacancies of the construction sector refer to manual workers only and data from sub-contractors are furnished by main contractors.

(#) Figures refer to averages of the four quarters of the year.

(\*) Figure for 2013 Q4 is not yet available. The figure refers to average of the first three quarters of 2013.

Source: Quarterly Employment Survey of Construction Sites, Census and Statistics Department.

**Number of employed persons, underemployed persons and the underemployment rate  
in the construction industry in 2011, 2012 and 2013:  
with breakdown by gender and age group**

**2011**

	<b>Employed persons</b>	<b>Underemployed persons<sup>(A)</sup></b>	<b>Underemployment rate (%)</b>
<b>Gender</b>			
Male	253 500	21 500	8.0
Female	23 500	900	3.7
<b>Age group</b>			
15 - below 25	15 400	800	5.0
25 - below 30	21 500	900	3.8
30 - below 40	59 500	3 500	5.7
40 - below 50	77 000	6 500	8.1
50 - below 60	87 500	9 000	9.5
60 and above	16 100	1 700	10.1
<b>Overall</b>	<b>277 000</b>	<b>22 400</b>	<b>7.6</b>

**2012**

	<b>Employed persons</b>	<b>Underemployed persons<sup>(A)</sup></b>	<b>Underemployment rate (%)</b>
<b>Gender</b>			
Male	265 600	23 600	8.5
Female	25 000	500	1.9
<b>Age group</b>			
15 - below 25	15 700	1 200	7.2
25 - below 30	22 600	1 100	4.5
30 - below 40	62 800	4 500	6.9
40 - below 50	76 400	6 100	7.7
50 - below 60	91 200	9 100	9.4
60 and above	22 000	2 200	9.2
<b>Overall</b>	<b>290 700</b>	<b>24 100</b>	<b>7.9</b>

**2013 Q1**

	<b>Employed persons</b>	<b>Underemployed persons<sup>(A)</sup></b>	<b>Underemployment rate (%)</b>
<b>Gender</b>			
Male	279 200	25 700	8.6
Female	29 300	700	2.3
<b>Age group</b>			
15 - below 25	16 400	600	3.2
25 - below 30	21 500	1 300	5.8
30 - below 40	64 100	4 300	6.5
40 - below 50	84 700	6 700	7.5
50 - below 60	99 100	10 700	10.1
60 and above	22 700	2 700	11.0
<b>Overall</b>	<b>308 500</b>	<b>26 400</b>	<b>8.0</b>

**2013 Q2**

	<b>Employed persons</b>	<b>Underemployed persons<sup>(A)</sup></b>	<b>Underemployment rate (%)</b>
<b>Gender</b>			
Male	288 300	26 200	8.6
Female	28 100	1 100	3.9
<b>Age group</b>			
15 - below 25	14 500	1 600	10.2
25 - below 30	25 000	1 200	4.7
30 - below 40	68 100	3 200	4.5
40 - below 50	84 800	7 300	8.1
50 - below 60	99 600	10 300	9.6
60 and above	24 500	3 800	14.2
<b>Overall</b>	<b>316 400</b>	<b>27 400</b>	<b>8.2</b>

**2013 Q3**

	<b>Employed persons</b>	<b>Underemployed persons<sup>(^)</sup></b>	<b>Underemployment rate (%)</b>
<b>Gender</b>			
Male	289 700	25 000	8.3
Female	30 000	1 400	4.6
<b>Age group</b>			
15 - below 25	15 000	800	4.9
25 - below 30	25 800	1 600	6.0
30 - below 40	67 100	3 200	4.6
40 - below 50	78 400	5 500	6.7
50 - below 60	106 000	12 200	11.1
60 and above	27 400	3 100	10.9
<b>Overall</b>	<b>319 700</b>	<b>26 400</b>	<b>8.0</b>

**2013 Q4**

	<b>Employed persons</b>	<b>Underemployed persons<sup>(^)</sup></b>	<b>Underemployment rate (%)</b>
<b>Gender</b>			
Male	285 100	24 100	8.1
Female	31 300	(*)	(*)
<b>Age group</b>			
15 - below 25	17 100	1 900	10.5
25 - below 30	25 500	1 200	4.4
30 - below 40	66 700	4 400	6.5
40 - below 50	76 000	6 100	7.6
50 - below 60	103 400	8 400	7.7
60 and above	27 600	2 400	8.4
<b>Overall</b>	<b>316 300</b>	<b>24 300</b>	<b>7.4</b>

Notes: Figures for 2013 as a whole are not yet available.

Individual figures may not add up exactly to the total due to rounding.

Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling error and should be interpreted with caution.

(^) Figures refer to those who involuntarily worked less than 35 hours during the seven days before enumeration and either (i) have been available for additional work during the seven days before enumeration; or (ii) have sought additional work during the 30 days before enumeration.

(\*) Figures are not released due to very large sampling errors.

Source: General Household Survey, Census and Statistics Department.

**Number of unemployed persons and the unemployment rate  
in the construction industry in 2011, 2012 and 2013**

<b>Year</b>	<b>Unemployed persons<sup>(*)</sup></b>	<b>Unemployment rate<sup>(#)</sup> (%)</b>
<b>2011</b>	16 300	5.6
<b>2012</b>	14 800	4.9
<b>2013 Q1</b>	19 700	6.0
<b>2013 Q2</b>	18 900	5.6
<b>2013 Q3</b>	12 400	3.7
<b>2013 Q4</b>	13 500	4.1

Notes: Figures for 2013 as a whole are not yet available.

(\*) As regards unemployed persons by industry, since (i) unemployed persons are classified according to their previous industry which may not necessarily be the one which he/she will enter; and (ii) there is no information on previous industry in respect of first-time job-seekers and re-entrants into the labour force who were unemployed, such figures are not strictly comparable to the overall unemployment and should be interpreted with caution. The number of unemployed persons is rounded to the nearest hundred persons.

(#) As regards unemployment rate by industry, due to the method of compiling the number of unemployed persons (see note (\*)), such figures are not strictly comparable to the overall unemployment rate and should be interpreted with caution.

Source: General Household Survey, Census and Statistics Department.

**Median wage, wage index and pay rise in the construction industry  
in 2011, 2012 and 2013**

Year	Median <sup>(#)</sup> monthly wage <sup>(*)</sup> (year-on-year rate of change <sup>(@)</sup> )	Nominal wage index
<b>2011</b>	15,200 (+10.9 %)	Not available
<b>2012</b>	16,100 (+ 6.3%)	Not available
<b>2013</b>	Not yet available	Not available

Notes: (#) The average is more vulnerable to the effect of extreme observations (i.e. those with exceptionally high or low values). Hence, the median is adopted to measure the central tendency of data. In comparison, the median is considered more superior to the average (or mean) as it is less affected by extreme values.

(\*) Wage includes basic wage; commission and tips not of gratuitous nature; guaranteed bonuses and allowances, and overtime allowances. Monthly wages are rounded to the nearest hundred of Hong Kong dollar.

(@) Year-on-year rate of change is computed using unrounded figures.

Source: Annual Earnings and Hours Survey, Census and Statistics Department.

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

<b>Job title</b>	<b>Number of imported workers approved</b>	<b>Median monthly wage by year end (\$)</b>
Buddha Statue Craftsman	14	20,780
Total	14	20,780

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

<b>Job title</b>	<b>Number of imported workers approved</b>	<b>Median monthly wage by year end (\$)</b>
1. Cellular Steel Special Piling Barge Operator	109	20,000
2. Underwater Stone Column Piling Barge Operator	73	20,000
3. High Voltage Overhead Transmission Lines Technician	55	18,030
4. Underwater Band Drain Special Barge Operator	29	20,000
5. Underwater Geotextile Special Working Barge Operator	14	20,000
6. Railway Bogie Welder	1	14,000
7. Jointer	1	24,740
8. Plasterer	1	23,510
9. Painter & Decorator	1	18,840
Total	284	Not applicable <sup>#</sup>

<sup>#</sup>Not applicable as many job titles were involved.



**Number of imported workers approved for the construction industry  
under SLS in 2013:  
with breakdown by job title and median monthly wage**

Job title	Number of imported workers approved	Median monthly wage by year end (\$)
1. Tunnel Miner	60	27,000
2. Indoor Wooden Cycling Track Specialist Builder	30	24,470
3. Tunnelling Worker	30	18,000
4. Concretor	26	27,310
5. Steel Bender	25	28,000
6. Segment Installer	24	20,630
7. Grouting Man	23	20,500
8. Tunnel Trackman	22	27,000
9. Intervention Worker	20	20,630
10. Others	306	Not applicable <sup>#</sup>
Total	566	Not applicable <sup>#</sup>

<sup>#</sup>Not applicable as many job titles were involved.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)101**

**(Question Serial No. 0705)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services (3) Safety and Health at Work  
(4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 74):

Would the Administration please inform this Committee of the following:

- (a) The number of job vacancies in the elderly care sector in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year and job title);
- (b) The number of employed persons in the elderly care sector in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year, gender, age group, job title and nature of work (full-time/part-time));
- (c) The number of underemployed persons and the underemployment rate in the elderly care sector in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year, gender, age group and job title);
- (d) The number of unemployed persons and the unemployment rate in the elderly care sector in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year and job title);
- (e) The median wage, wage index and pay rise as well as weekly working hours in the elderly care sector in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year and job title);
- (f) The number of cases of occupational diseases and accidents in the elderly care sector in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year, job title, type of occupational diseases/injuries and workplace);
- (g) The number of imported workers in the elderly care sector in the past three years (i.e. 2011-2013) (with a breakdown of the figures by year, job title, workplace and wage level);
- (h) In 2014-15, does the Administration have any specific measures for improving the welfare benefits and working environment of the sector, so as to attract more local workers? If yes, what are the details and expenditure involved? If no, what are the reasons?

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows-

- (a) to (e) Based on the information collected by the Census and Statistics Department (C&SD), the relevant statistics are listed at Annexes 1 to 4 respectively. C&SD does not collect the relevant statistics by job title.

- (f) In 2011, 2012 and the first three quarters of 2013\*, there were 597, 578 and 356 occupational injuries in the sector of residential care activities for the elderly. The Labour Department (LD) does not keep information on accidents of the aforesaid sector by job title, type of injuries and workplace.

In 2011 and first three quarters of 2013\*, there were two and three cases of confirmed occupational diseases respectively in the aforesaid sector, as reported under the Employees' Compensation Ordinance. No case was reported in 2012. LD does not keep information on occupational diseases by job title and workplace. A breakdown of the occupational diseases by year and type is as follows:

	<b>Musculoskeletal</b>	<b>Occupational infection</b>	<b>Skin</b>	<b>Total</b>
2011	2	0	0	2
2012	0	0	0	0
First three quarters of 2013*	1	1	1	3

\* Occupational injury statistics are released on a quarterly basis and the latest available statistics are up to the first three quarters of 2013. The occupational injury statistics of the full year of 2013 will be released in April 2014.

- (g) Under the Supplementary Labour Scheme (SLS), imported workers must be remunerated at not less than the median monthly wage of the relevant job title as promulgated by C&SD.

Employers in the elderly care sector have all along applied to import care workers under SLS. In 2011, 2012 and 2013, the number of imported care workers approved was 431, 864 and 651 respectively, with the corresponding median monthly wage by year end being \$8,440, \$9,020 and \$9,750. These imported care workers were all working at private residential care homes for the elderly in Hong Kong.

- (h) To cope with the demand for frontline care staff and provide the younger generation with more employment options, a "first-hire-then-train" pilot scheme was launched in 2013, funded by the Lotteries Fund, to provide 200 training places for young people to work in residential care homes for the elderly. Apart from receiving on-the-job training, these young people are also provided with subsidies from the Government to pursue studies which equip them for moving up the career ladder in the welfare sector. This pilot scheme has been well received, and the Government has earmarked funding to provide an additional 1 000 places in the coming few years and extend its coverage to the rehabilitation services. The estimated expenditure involved is approximately \$147 million.

**Number of job vacancies in elderly homes in 2011, 2012 and 2013**

Year	Average number of vacancies
2011 <sup>(#)</sup>	1 169
2012 <sup>(#)</sup>	1 457
2013 <sup>(*)</sup>	1 930

Notes: Vacancies refer to unfilled job openings which are immediately available, and for which active recruitment steps are being taken on the survey reference date.

(#) Figures refer to averages of the four quarters of the year.

(\*) Figure for 2013 Q4 is not yet available. The figure refers to average of the first three quarters of 2013.

Source: Quarterly Survey of Employment and Vacancies, Census and Statistics Department.

**Number of employed persons, underemployed persons and the underemployment rate  
in elderly homes in 2011, 2012 and 2013:  
with breakdown by gender, age group and nature of work**

**2011**

	Employed persons			Underemployed persons <sup>(^)</sup>	Underemployment rate (%)
	Total	Full-timer <sup>(#)</sup>	Part-timer <sup>(@)</sup>		
<b>Gender</b>					
Male	3 500	3 300	*	*	*
Female	20 700	19 400	1 300	*	*
<b>Age group</b>					
15 - below 25	900	800	*	*	*
25 - below 30	1 300	1 300	*	*	*
30 - below 40	3 300	3 300	*	*	*
40 - below 50	8 400	7 700	700	*	*
50 - below 60	9 400	8 900	500	*	*
60 and above	1 000	800	*	*	*
<b>Overall</b>	<b>24 300</b>	<b>22 800</b>	<b>1 500</b>	<b>*</b>	<b>*</b>

**2012**

	Employed persons			Underemployed persons <sup>(^)</sup>	Underemployment rate (%)
	Total	Full-timer <sup>(#)</sup>	Part-timer <sup>(@)</sup>		
<b>Gender</b>					
Male	3 200	3 000	*	*	*
Female	20 700	19 600	1 100	*	*
<b>Age group</b>					
15 - below 25	900	800	*	*	*
25 - below 30	1 300	1 300	*	*	*
30 - below 40	3 700	3 400	300	*	*
40 - below 50	7 500	7 300	*	*	*
50 - below 60	8 400	8 200	300	*	*
60 and above	2 100	1 700	300	*	*
<b>Overall</b>	<b>23 900</b>	<b>22 600</b>	<b>1 300</b>	<b>*</b>	<b>*</b>

**2013 Q1**

	Employed persons			Underemployed persons <sup>(^)</sup>	Underemployment rate (%)
	Total	Full-timer <sup>(#)</sup>	Part-timer <sup>(@)</sup>		
<b>Gender</b>					
Male	2 900	2 800	*	*	*
Female	22 500	21 300	1 200	*	*
<b>Age group</b>					
15 - below 25	800	800	*	*	*
25 - below 30	1 200	1 100	*	*	*
30 - below 40	4 500	4 500	*	*	*
40 - below 50	8 600	8 300	*	*	*
50 - below 60	8 300	7 800	*	*	*
60 and above	2 000	1 600	*	*	*
<b>Overall</b>	25 400	24 100	1 300	*	*

**2013 Q2**

	Employed persons			Underemployed persons <sup>(^)</sup>	Underemployment rate (%)
	Total	Full-timer <sup>(#)</sup>	Part-timer <sup>(@)</sup>		
<b>Gender</b>					
Male	2 800	2 800	*	*	*
Female	20 000	18 600	1 400	*	*
<b>Age group</b>					
15 - below 25	600	600	*	*	*
25 - below 30	*	*	*	*	*
30 - below 40	3 300	3 100	*	*	*
40 - below 50	8 400	7 900	*	*	*
50 - below 60	8 300	8 000	*	*	*
60 and above	1 900	1 500	*	*	*
<b>Overall</b>	22 800	21 400	1 400	*	*

**2013 Q3**

	Employed persons			Underemployed persons <sup>(^)</sup>	Underemployment rate (%)
	Total	Full-timer <sup>(#)</sup>	Part-timer <sup>(@)</sup>		
<b>Gender</b>					
Male	3 700	3 600	*	*	*
Female	20 200	19 300	900	*	*
<b>Age group</b>					
15 - below 25	*	*	*	*	*
25 - below 30	1 300	1 300	*	*	*
30 - below 40	2 200	2 100	*	*	*
40 - below 50	8 800	8 500	*	*	*
50 - below 60	9 600	9 400	*	*	*
60 and above	1 600	1 100	*	*	*
<b>Overall</b>	24 000	22 900	1 100	*	*

**2013 Q4**

	Employed persons			Underemployed persons <sup>(^)</sup>	Underemployment rate (%)
	Total	Full-timer <sup>(#)</sup>	Part-timer <sup>(@)</sup>		
<b>Gender</b>					
Male	4 500	4 300	*	*	*
Female	24 300	22 000	2 300	*	*
<b>Age group</b>					
15 - below 25	1 400	1 200	*	*	*
25 - below 30	1 300	1 300	*	*	*
30 - below 40	3 100	2 900	*	*	*
40 - below 50	8 200	8 000	*	*	*
50 - below 60	12 000	10 600	1 300	*	*
60 and above	2 800	2 300	*	*	*
<b>Overall</b>	28 700	26 400	2 400	*	*

Notes: Figures for 2013 as a whole are not yet available.

Individual figures may not add up exactly to the total due to rounding.

Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling error and should be interpreted with caution.

(#) Figures refer to those employed persons who worked 35 hours or longer and those who worked less than 35 hours due to vacation during the seven days before enumeration

(@) Figures refer to those employed persons who worked less than 35 hours due to other reasons during the seven days before enumeration.

(^) Figures refer to those who involuntarily worked less than 35 hours during the seven days before enumeration and either (i) have been available for additional work during the seven days before enumeration; or (ii) have sought additional work during the 30 days before enumeration.

\* Figures are not released due to very large sampling errors.

Source: General Household Survey, Census and Statistics Department.

**Number of unemployed persons and the unemployment rate  
in elderly homes in 2011, 2012 and 2013**

<b>Year</b>	<b>Unemployed persons<sup>(*)</sup></b>	<b>Unemployment rate<sup>(#)</sup> (%)</b>
<b>2011</b>	600	2.4
<b>2012</b>	400	1.5
<b>2013 Q1</b>	§	§
<b>2013 Q2</b>	§	§
<b>2013 Q3</b>	§	§
<b>2013 Q4</b>	600	1.9

Notes: Figures for 2013 as a whole are not yet available.

(\*) As regards unemployed persons by industry, since (i) unemployed persons are classified according to their previous industry which may not necessarily be the one which he/she will enter; and (ii) there is no information on previous industry in respect of first-time job-seekers and re-entrants into the labour force who were unemployed, such figures are not strictly comparable to the overall unemployment and should be interpreted with caution. The number of unemployed persons is rounded to the nearest hundred persons.

(#) As regards unemployment rate by industry, due to the method of compiling the number of unemployed persons (see note (\*)), such figures are not strictly comparable to the overall unemployment rate and should be interpreted with caution.

§ Estimates are not released due to relatively large sampling error.

Source: General Household Survey, Census and Statistics Department.



**Median wage, wage index, pay rise and weekly working hours  
in elderly homes in 2011, 2012 and 2013**

<b>Year</b>	<b>Median<sup>(#)</sup> monthly wage<sup>(*)</sup> (year-on-year rate of change<sup>(@)</sup>)</b>	<b>Nominal wage index</b>	<b>Median<sup>(#)</sup> weekly working hours<sup>(^)</sup></b>
<b>2011</b>	9,100 (+12.9 %)	Not available	54.0
<b>2012</b>	9,800 (+ 8.0%)	Not available	54.0
<b>2013</b>	Not yet available	Not available	Not available

Notes: (#) The average is more vulnerable to the effect of extreme observations (i.e. those with exceptionally high or low values). Hence, the median is adopted to measure the central tendency of data. In comparison, the median is considered more superior to the average (or mean) as it is less affected by extreme values.

(\*) Wage includes basic wage; commission and tips not of gratuitous nature; guaranteed bonuses and allowances, and overtime allowances. Monthly wages are rounded to the nearest hundred of Hong Kong dollar.

(@) Year-on-year rate of change is computed using unrounded figures.

(^) The number of working hours takes into account the definition of hours worked under the Minimum Wage Ordinance. Meal breaks which are regarded as working hours according to the employment contract or agreement with the employer are also included in the working hours, irrespective of whether work is provided during the meal break period.

Source: Annual Earnings and Hours Survey, Census and Statistics Department.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)102**

**(Question Serial No. 1164)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 89):

It is stated in the Budget Speech that regarding admitting from abroad talent and workers not available in Hong Kong, it is hoped that employers, employees and the community will work towards solutions to the problems through candid and open discussions. Does it mean that the Government has no established stance on whether to import workers or not?

Asked by: Hon. TANG Ka-piu

Reply:

The Labour Department (LD) will continue to adhere to the principle that local workers must be given priority in filling vacancies in the job market before approvals are given to labour importation. With the support of employees, employers and other stakeholders, LD aims to create a win-win situation among others whereby job opportunities for and interests of local workers are fully safeguarded whilst ensuring sufficient workforce is in place to support our economic development. Candid and open discussions between employers and employees and in the community at large are conducive to this process.

**CONTROLLING OFFICER'S REPLY****LWB(L)103****(Question Serial No. 2556)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 53):

It is stated under this Programme that the Labour Department (LD) provides voluntary conciliation service to assist employers and employees to resolve disputes and claims. In this connection, would the Government advise this Committee on:

- (a) the actual number of labour disputes and claims handled through the aforesaid service in the past three years (i.e. 2011-12, 2012-13 and 2013-14);
- (b) the respective number of labour disputes and claims for which conciliation service was not rendered because the employers concerned were insolvent or could not be reached in the past three years (i.e. 2011-12, 2012-13 and 2013-14); and
- (c) the number of employees and the amounts involved in those cases.

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) The numbers of labour disputes (i.e. cases involving over 20 employees) and claims (i.e. cases involving 20 or less employees) handled by LD in the past three years are as follows:

<b>Year</b>	<b>Number of labour disputes handled</b>	<b>Number of claims handled</b>
2011	86	18 086
2012	79	18 920
2013	70	17 515

- (b) The numbers of labour disputes and claims for which conciliation service was not rendered because the employers concerned were insolvent or one of the parties concerned could not be reached in the past three years are as follows:

<b>Year</b>	<b>Number of labour disputes with no conciliation service rendered</b>	<b>Number of claims with no conciliation service rendered</b>
2011	12	674
2012	11	606
2013	2	558

- (c) The total number of claimants as well as the total amount of claims involved in labour disputes and claims in the past three years are as follows:

Year	Labour disputes		Claims	
	Total number of claimants involved	Total amount of claims	Total number of claimants involved	Total amount of claims
2011	29 462	\$123 million	22 727	\$751 million
2012	33 155	\$171 million	23 581	\$810 million
2013	17 196	\$115 million	21 948	\$810 million

Though in the majority of cases the claimants were employees, in a minority of cases the claimants were employers. LD does not keep separate statistics on claims filed by employees only.

**CONTROLLING OFFICER'S REPLY****LWB(L)104****(Question Serial No. 2557)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 54):

It is stated under this Programme that the Labour Department (LD) is responsible for the adjudication of minor employment claims. Would the Government advise this Committee on the number of employees involved and the amount claimed in each claim case adjudicated by the Minor Employment Claims Adjudication Board (MECAB) in the past three years?

Asked by: Hon. TANG Ka-piu

Reply:

MECAB is empowered to adjudicate employment claim cases involving not more than ten claimants for a sum not exceeding HK\$8,000 per claimant. The majority of claim cases involved only one employee as claimant, although the claimants were employers in some cases. MECAB does not keep statistics on claims broken down by number of claimants, amount claimed per case or employee/employer status of the claimant.

The total number of claimants who filed claims with MECAB and the total amount claimed in the past three years are provided below:

Year	Number of claimants	Total amount claimed
2011	1 878	\$7.9 million
2012	1 556	\$6.7 million
2013	1 407	\$6.0 million

**CONTROLLING OFFICER'S REPLY**

**LWB(L)105**

**(Question Serial No. 1570)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 7):

In paragraph 105 of the Budget Speech, the Financial Secretary said that “Shortage of manpower hampers the development of certain industries. Labour shortage in the construction sector, for instance, would affect the delivery of infrastructure projects. Apart from encouraging young people to join these industries, admitting from abroad talent and workers not available in Hong Kong will also help maintain our competitiveness”. In this connection, 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 SLS last year? What were the industries involved?
- (c) What was the ratio of workers imported under SLS to job vacancies last year (please provide a breakdown by industry)?

Asked by: Hon. TIEN Puk-sun, Michael

Reply:

The information sought is provided as follows:

- (a) In 2013, 1 847 imported workers were approved under SLS.
- (b) In 2013, we received 1 070 applications under SLS. The majority of these applications came from the sectors of “Elderly Care” (357 applications), “Agriculture and Fishing” (276 applications) and “Wholesale, Retail and Import/ Export Trades, Restaurants and Hotels” (168 applications). The Labour Department does not have statistics on the number of employers participating in SLS.
- (c) In 2013, approval was granted to import 1 847 workers, representing 44.9% of the 4 110 job vacancies available under SLS. A breakdown of the numbers of job vacancies available and imported workers approved by industry is provided at Annex.

**Number of job vacancies available and imported workers approved  
under SLS in 2013:  
with breakdown by industry**

<b>Industry</b>	<b>Number of job vacancies available*</b>	<b>Number of imported workers approved*</b>
1. Agriculture and Fishing	688	414
2. Manufacturing	296	76
3. Construction	320	566
4. Wholesale, Retail and Import/ Export Trades, Restaurants and Hotels	666	76
5. Transport, Storage and Communications	178	2
6. Financing, Insurance, Real Estate and Business Services	663	8
7. Community, Social and Personal Services	1 299	705
Total	4 110	1 847

\*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****LWB(L)106****(Question Serial No. 1571)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 8):

Regarding the policy relating to foreign domestic helpers (FDHs), would the Administration please inform this Committee of the following:

- (a) the number of inspections to FDH employment agencies by the Labour Department (LD) in the past three years;
- (b) the number of complaints received by LD about FDHs having been exploited in their salaries and benefits, and their nationalities in the past three years;
- (c) the respective number of FDH employment agencies warned and prosecuted by LD for overcharging job seekers in the past three years;
- (d) the Commissioner for Labour has indicated earlier that LD would consider reviewing the licensing conditions and stepping up inspection of FDH employment agencies. What are the details and timetable?

Asked by: Hon. TIEN Puk-sun, Michael

Reply:

The information sought is provided below :

- (a) In 2011, 2012 and 2013, LD conducted 940, 958 and 1 013 inspections respectively to employment agencies placing FDHs.
- (b) Employment claims by FDHs involve disputes of various natures such as termination of contracts, underpayment of wages, non-grant of holiday etc. LD does not keep breakdown of FDHs' complaints by nature. The number of employment claims involving FDHs handled by LD in the past three years with breakdown by nationality is tabulated below:

Nationality	Number of FDH claims handled		
	2011	2012	2013
Indonesian	2 424	2 332	1 743
Filipino	891	1 105	1 346
Others (e.g. Sri Lankan, Thai, Nepalese)	63	66	97
<b>Total</b>	<b>3 378</b>	<b>3 503</b>	<b>3 186</b>



- (c) In 2011 and 2013, LD prosecuted two and six employment agencies placing FDHs for overcharging job seekers respectively. In 2012, no corresponding prosecution was taken out. LD does not keep information on warnings issued to employment agencies placing FDHs for overcharging.
- (d) LD plans to increase the annual number of inspections to employment agencies from 1 300 in 2013-14 to 1 800 in 2014-15, and is considering how to strengthen the present licensing conditions for compliance by employment agencies, such as requiring employment agencies not to engage in loan and financial arrangement of FDHs. LD is now studying the implementation details and will consult relevant stakeholders in due course.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)107**

**(Question Serial No. 3195)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 51):

It is mentioned in the services that the Labour Department (LD) is responsible for processing applications under the Supplementary Labour Scheme (SLS) and ensuring priority of employment for local workers. What was the number of applications processed in 2013-14 and what were the industries involved in the applications for imported workers?

Asked by: Hon. TONG Ka-wah, Ronny

Reply:

In 2013, LD processed 1 114 applications which sought to import 4 362 workers under SLS. The industries involved included agriculture and fishing; manufacturing; construction; wholesale, retail and import/export trades, restaurants and hotels; transport, storage and communications; financing, insurance, real estate and business services; and community, social and personal services.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)108**

**(Question Serial No. 3196)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 52):

- (a) According to the performance indicators, there was no significant change in the number of job seekers with disabilities registered and the number of placements in 2012 and 2013, and similar numbers are estimated for 2014. What are the reasons? Is it because they are unable to secure any placements over a prolonged period of time? Does the Department consider that 2 600 is the number of persons with disabilities who are with employment needs?
- (b) What measures and approaches have been adopted by the Department to increase the types of occupations available for persons with disabilities so that they can have greater employment opportunities to enter the labour market?
- (c) There will be no special employment arrangements for persons with disabilities in 2014-15. Is it because assessment has been made showing that the needs for such arrangements no longer exist?

Asked by: Hon. TONG Ka-wah, Ronny

Reply:

The information sought is provided as follows:

- (a) The employment service provided by the Selective Placement Division (SPD) of Labour Department (LD) for persons with disabilities is essentially demand led. The numbers of job seekers with disabilities registered and placed are affected by many factors, such as the state of the employment market, availability of job vacancies suitable for job seekers with disabilities registered and job preferences of the job seekers with disabilities. As the employment market in 2012 and 2013 remained largely stable, there had not been significant changes in the number of job seekers with disabilities registered and the number of placements made. LD expects a similar level of service demand in 2014 since the outlook for the employment market remains stable. The figures of 2 600 registrations and 2 400 placements anticipated in 2014 are indicators rather than targets. SPD will continue to promote our employment service to persons with disabilities and help all registered job seekers with disabilities find suitable employment.
- (b) LD has all along been implementing various measures to enhance the employment opportunities of persons with disabilities. We have reached out to employers through seminars, workshops and visits to establishments to promote employment of persons with disabilities. Apart from actively approaching employers of various industries to help them understand the working capabilities of job seekers with disabilities, we have regularly canvassed suitable vacancies from prospective employers for persons with disabilities. We also administer the Work Orientation and Placement Scheme (WOPS) which encourages employers to provide more openings and employment support to persons with disabilities through the provision of an allowance.

- (c) LD has been implementing enhancement measures of WOPS since June 2013. With the enhancements, the allowance payable to the employers has been increased. An eligible employer who employs a person with disabilities having employment difficulties is entitled to an allowance equivalent to the amount of actual salary paid to the employee with disabilities less \$500 per month during the first two months of employment, subject to a monthly ceiling of \$5,500. After the first two months, the employer is entitled to an allowance equivalent to two-thirds of the actual salary paid to the employee concerned, subject to a ceiling of \$4,000 per month, and for a maximum payment period up to six months. In 2014-15, LD will continue to promote WOPS to employers and encourage them to provide more employment opportunities to persons with disabilities. Moreover, we will publicise successful employment cases to employers by producing and disseminating newsletters, newspaper supplements and videos.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)109**

**(Question Serial No. 3197)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 55):

- (a) Given the increase in abuse cases of foreign domestic helpers (FDHs) in the past year, will any new posts be created to educate employers and employees on their rights? If yes, how will the work be conducted? What are the number of posts and amount of expenditure involved?
- (b) Among the 15 additional posts, what are their main duties? Will any of them be specifically responsible for handling matters relating to FDHs, intermediaries placing FDHs and employers?

Asked by: Hon. TONG Ka-wah, Ronny

Reply:

The information sought is provided as follows:

- (a) The relevant publicity and educational work will be absorbed by the existing manpower of Labour Department (LD) and no additional post will be created in 2014-15 for this purpose. LD will continue to review the workload and manpower situation from time to time.
- (b) The 15 posts to be created under Programme (4) on employees' rights and benefits are for stepping up enforcement under the Employees' Compensation Ordinance, strengthening the administrative support for effective implementation of Statutory Minimum Wage, as well as strengthening support for implementing various activities endorsed by the Standard Working Hours Committee (e.g. conducting public consultation). These new posts are not responsible for handling FDH-related matters.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)110**

**(Question Serial No. 0229)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (1) Labour Relations  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 41):

It is mentioned under matters requiring special attention in 2014-15 that major new plans include "introducing a bill on providing paid paternity leave to working fathers with newborn child in the 2013/14 legislative session". In this connection, would the Administration advise this Committee on the following:

- (a) How many full-time government employees have applied for paternity leave since 1 April 2012 up to now and what is the percentage share of the number of successful cases in the total number of applications?
- (b) When introducing the bill, would a review period be set in advance regarding the implementation of statutory paternity leave, with the feasibility of increasing the number of paternity leave days as the priority item for review?
- (c) What are the total number of staff responsible for work relating to the implementation of statutory paternity leave at present and the expenditure involved?

Asked by: Hon. WONG Kwok-hing

Reply:

The information sought is provided as follows:

- (a) In the 18-month period from 1 April 2012 to 30 September 2013, a total of 4 175 eligible government employees applied to take paternity leave. All the concerned applications were approved.
- (b) The Labour Department (LD) will review the implementation of the proposed statutory paternity leave one year after its coming into operation. We will decide on the scope of the review nearer the time.
- (c) The additional work for taking forward the legislative exercise on paternity leave is absorbed by existing staff in LD. The manpower and staff costs involved cannot be separately identified.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)111**

**(Question Serial No. 0494)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (1) Labour Relations  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 18):

It is mentioned under matters requiring special attention in 2014-15 that major new plans include “promoting family-friendly employment practices (FFEP) in collaboration with industry-based Tripartite Committees”. In this connection, would the Administration advise this Committee on the following:

- (a) What measures were taken to promote FFEP in the past three years (i.e. 2011-12, 2012-13 and 2013-14)? What was their effectiveness?
- (b) What industries will be involved in tripartite cooperation to promote FFEP in 2014-15? What are the modes of cooperation, targets, specific details, estimated expenditure and manpower, as well as methods to assess its effectiveness?
- (c) To encourage employers of various industries to adopt FFEP, will the Government take the lead in enhancing the treatment for government employees in this regard, such as taking the lead to implement standard working hours, to enable employees to achieve a balance between work and family life?

Asked by: Hon. WONG Kwok-kin

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) has all along been dedicated to encouraging employers to adopt “employee-oriented” good people management measures including FFEP through a wide range of publicity efforts. LD produced in 2011-12 a leaflet on paternity leave, promoted the subject through newspapers and widely distributed thematic promotional materials to enhance public awareness of FFEP. In 2012-13, LD introduced another leaflet on five-day work week, placed newspaper advertisements, and published feature articles through the network of employers’ associations in various industries to boost the receptiveness of these enlightened employment practices. To convey the message that a family-friendly working environment could bring about a win-win situation for both employers and employees, LD organised, in 2013-14, a large-scale seminar and publicised the message in newspaper, published a new leaflet on flexitime, and placed advertisements in periodical journals of major employers’ associations and in public transport.

In addition to the above activities, public education on FFEP was conducted through employers’ network, educational DVDs, LD’s homepage, talks and roving exhibitions.

LD collects feedback from various stakeholders to help assess the effectiveness of its work. As far as the promotion of FFEP is concerned, the feedback so collected shows that employers in general are becoming more receptive to the idea of implementing FFEP. For example, in 2007-08, about 1 200 companies which took part in the Caring Company Scheme organised by the Hong Kong Council of

Social Service reported that they had adopted family-friendly measures for employees. In 2013-14, the number of companies and organisations reported to have adopted measures enabling employees to take up their family responsibilities and promoting work-life balance for employees exceeded 2 400 and 2 100 respectively.

- (b) In 2014-15, LD plans to promote FFEP in collaboration with nine industry-based Tripartite Committees set up in the catering, construction, theatre, logistics, property management, printing, hotel and tourism, cement and concrete as well as retail industries through deliberating and sharing effective means to implement practices that suit the operational circumstances of individual industry. Briefings by exemplary employers will also be arranged to share their successful experience in putting in place such enlightened practices so as to help cultivate a family-friendly employment culture and working environment in various industries. Promotion of good people management measures in various industries is an integral part of our efforts in promoting harmonious labour relations. LD does not have a separate breakdown of expenditure and manpower involved for organising the related activities. LD collects feedback from participants of our promotional activities to help assess their effectiveness.
- (c) The Government aims to provide a family-friendly working environment to enable civil servants to cope with both work and family commitments.

With effect from 1 April 2012, the Administration has provided five working days of paternity leave with full-pay to eligible government employees. The implementation has been smooth. In the first 18 months of implementation up to end-September 2013, more than 4 000 male government employees and their families have benefited from this initiative.

Under the basic 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 Government implemented the five-day week initiative by phases from July 2006 to improve the quality of the civil servants' family life without affecting the overall level and efficiency of government services or incurring additional costs to the taxpayers.

Bureaux/departments are encouraged to continue exploring possible ways to migrate more staff to a five-day week, subject to the aforesaid basic principles and after staff consultation. Concerned departments are also encouraged to arrange staff to rotate to five-day week posts where operational and other circumstances permit.



**CONTROLLING OFFICER'S REPLY****LWB(L)112****(Question Serial No. 0495)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 19):

What was the number of applications for payment under the Protection of Wages on Insolvency Fund (PWIF) processed in each of the past five years (i.e. 2009 to 2013) (please provide a breakdown of the figures by industry, cause of application and the amount of payment involved)? Of which, how many applications were successful with payment effected? What was the amount of payment involved and the percentage share in the total number of applications?

Asked by: Hon. WONG Kwok-kin

Reply:

The information sought is provided as follows:

(a) Breakdown of applications processed by industry

Year	Industry	No. of applications processed
2009	Food and beverage service activities	1 570
	Retail trade	1 030
	Import and export trade	975
	Construction	773
	Manufacture of wearing apparel	391
	Other personal service activities	371
	Land transport	276
	Others	2 018
	Total	7 404
2010	Food and beverage service activities	1 383
	Construction	904
	Import and export trade	647
	Motion picture, video and television programme production, sound recording and music publishing activities	374
	Land transport	181
	Manufacture of textiles	160
	Retail trade	137
	Others	1 260
	Total	5 046

2011	Food and beverage service activities	1 213
	Construction	707
	Other personal service activities	520
	Import and export trade	435
	Retail trade	268
	Manufacture of food products	184
	Sports and other entertainment activities	171
	Others	941
	Total	4 439
2012	Food and beverage service activities	1 039
	Construction	521
	Import and export trade	450
	Retail trade	324
	Manufacture of wearing apparel	160
	Water transport	112
	Financial service activities (except insurance and pension funding)	90
	Others	678
	Total	3 374
2013	Construction	409
	Food and beverage service activities	359
	Import and export trade	330
	Travel agency, reservation service and related activities	195
	Manufacture of textiles	115
	Land transport	87
	Retail trade	73
	Others	582
	Total	2 150

(b) Breakdown of applications processed by cause

Year	Cause # (Item owed)	No. of applications processed*
2009	Wages	5 641
	Wages in lieu of notice	4 682
	Severance payment	2 430
2010	Wages	3 784
	Wages in lieu of notice	2 853
	Severance payment	1 302
2011	Wages	3 385
	Wages in lieu of notice	2 518
	Severance payment	1 036
2012	Wages	2 512
	Wages in lieu of notice	1 932
	Severance payment	709
	Pay for untaken annual leave and/or untaken statutory holidays <sup>†</sup>	12
2013	Wages	1 643
	Wages in lieu of notice	1 257
	Severance payment	363
	Pay for untaken annual leave and/or untaken statutory holidays <sup>†</sup>	677

# 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.

† With the Protection of Wages on Insolvency (Amendment) Ordinance 2012 coming into operation on 29 June 2012, employees may also apply for pay for untaken annual leave and/or untaken statutory holidays.

\* An application may involve more than one item owed.

(c) Number of applications approved, percentage share of the total number of applications processed and amount of payment effected

Year	No. of applications approved	Percentage share of the total no. of applications processed	Amount of payment effected (\$ million)
2009	6 717	90.7%	174.2
2010	4 359	86.4%	99.3
2011	3 886	87.5%	74.4
2012	2 887	85.6%	64.0
2013	1 855	86.3%	48.5

**CONTROLLING OFFICER'S REPLY****LWB(L)113****(Question Serial No. 0496)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 23):

Regarding illegal employment, would the Administration provide the following information:

- (a) In the past three years (i.e. 2011-12, 2012-13 and 2013-14), how many complaints against illegal employment were received by the Administration (please provide a breakdown by industry, job title and type of complaints)? Were there any employers or persons convicted or prosecuted? If yes, how many prosecutions were successful and what was the number of people involved? and
- (b) In the past three years (i.e. 2011-12, 2012-13 and 2013-14), what was the expenditure for handling matters relating to illegal employment?

Asked by: Hon. WONG Kwok-kin

Reply:

The information sought is provided as follows:

- (a) In 2011, 2012 and 2013, the number of complaints against illegal employment received by the Labour Department (LD) was 233, 225 and 260 respectively. A breakdown of complaints by industry is given below:

Industry	2011	2012	2013
Catering	45	55	90
Construction	27	27	24
Financial, insurance, real estate, professional and business service activities	28	29	22
Import / Export, wholesale and retail trades	65	44	51
Manufacturing	11	6	9
Transportation, storage, couriers, information and communications	11	14	12
Social and personal service activities	24	20	18
Others	22	30	34
Total	233	225	260

LD does not have a breakdown of complaints by job title and type.

LD conducts intelligence-based inspections and mounts targeted operations with the Immigration Department and the Police to combat illegal employment. Detected cases of illegal employment are referred to the Immigration Department or the Police for further investigation and/or prosecution as appropriate. LD does not have statistics on prosecution cases.

- (b) Labour inspectors are responsible for enforcing various labour laws including illegal employment and therefore the staff cost on combating illegal employment cannot be separately identified. The expenditure on launching publicity to combat illegal employment in 2011-12, 2012-13 and 2013-14 was \$106,000, \$132,000 and \$141,500 respectively.

**CONTROLLING OFFICER'S REPLY****LWB(L)114****(Question Serial No. 0498)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 41):

The Labour Department (LD) has stated that the number of non-directorate posts would be increased by 62 to 2 303 posts as at 31 March 2015. Would the Administration please inform this Committee of the nature of work, ranks and salaries of these posts.

Asked by: Hon. WONG Kwok-kin

Reply:

The ranks and salary ranges of the 62 posts to be created are provided as follows:

Rank	No. of Posts	Salary Range (per month)
Senior Medical and Health Officer	1	\$89,565 - \$103,190
Labour Officer	4	\$57,275 - \$86,440
Assistant Labour Officer I	2	\$45,155 - \$56,810
Assistant Labour Officer II	13	\$23,285 - \$43,120
Senior Divisional Occupational Safety Officer	1	\$73,525 - \$86,440
Divisional Occupational Safety Officer	3	\$57,275 - \$70,490
Occupational Safety Officer I	9	\$47,290 - \$56,810
Occupational Safety Officer II	4	\$22,165 - \$45,155
Labour Inspector II	3	\$17,485 - \$32,760
Personal Secretary II	1	\$12,745 - \$24,450
Clerical Officer	3	\$25,685 - \$32,760
Assistant Clerical Officer	12	\$11,975 - \$24,450
Clerical Assistant	6	\$10,560 - \$18,535
<b>Total:</b>	<b>62</b>	

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

- (a) reinforcing the handling of trade union related matters;
- (b) strengthening the monitoring of employment agencies;
- (c) providing additional office administrative support to strengthen the effective implementation of Statutory Minimum Wage;

- (d) stepping up enforcement under the Employees' Compensation Ordinance by investigating suspected offences;
- (e) strengthening support for implementing the various activities endorsed by the Standard Working Hours Committee which include conducting wide public consultation and collecting comprehensive working hours statistics;
- (f) assisting in the management of the Job Vacancy Processing Centre and vetting the vacancies submitted by employers for recruitment services;
- (g) processing the increasing number of applications made under the Supplementary Labour Scheme, and offering job matching services to local job seekers on relevant job titles;
- (h) conducting inspections to workplaces/accommodation of imported workers to check employers' compliance with relevant legislation/requirements;
- (i) strengthening the monitoring of construction projects involving compressed air works, regulating work safety of major works projects, enhancing systemic safety of construction industry, and administering prosecution proceedings in connection with occupational safety; and
- (j) strengthening the regulation of mandatory safety training for persons engaged in hazardous work/operations.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)115**

**(Question Serial No. 0499)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 42):

In 2014-15, thematic job fairs will be organised to enhance the dissemination of employment market information. In this connection, would the Administration please inform this Committee of the following:

- (a) The number of thematic job fairs expected to be organised in 2014-15; the expected number of participants; and the number of vacancies to be offered;
- (b) What are the details of the thematic job fairs to be organised. Will the job fairs be co-organised with non-governmental organisations (NGOs) to enlarge the scale of the job fairs? If not, what are the reasons?
- (c) What is the estimated expenditure and manpower involved for each thematic job fair?

Asked by: Hon. WONG Kwok-kin

Reply:

The information sought is as follows:

- (a) In 2014-15, the Labour Department (LD) plans to hold 115 thematic job fairs, including six large-scale job fairs and 109 district-based job fairs. The number of visitors to an individual job fair is affected by a number of factors such as location of the venue, timing of the event and the nature of vacancies offered. Most participating employers, however, can only ascertain the exact number and type of vacancies to be provided shortly before a job fair is held. At the present stage, we are unable to provide the expected number of participants and the number of vacancies to be offered.
- (b) In 2014-15, LD will organise two thematic large-scale job fairs and nine thematic district-based job fairs to help the ethnic minorities (EMs) find work. While these thematic job fairs will also be open to all other job seekers, special efforts will be made to canvass vacancies suitable for EMs and employers will be encouraged to hire EMs. LD will also organise four large-scale and 100 district-based job fairs dedicated for the retail industry as recommended by the Task Force on Manpower Development of the Retail Industry and agreed by the Government. Apart from these thematic job fairs, LD will continue to organise other large-scale and district-based job fairs to help all job seekers with employment needs find work and employers of different industries recruit staff. LD will keep in view the development of the employment market and flexibly deploy resources to organise other thematic job fairs as appropriate.

LD will continue to collaborate with relevant NGOs in organising thematic job fairs. NGOs serving EMs and other target groups such as new arrivals will continue to be invited to help promote the job fairs and arrange group visits for their clients. NGOs providing training services will also be invited to participate in the job fairs to promote their training courses and receive applications at the venue.



- (c) The estimated expenditure for staging the six large-scale thematic job fairs is \$1.07 million. The expenditure for organising the 109 district-based thematic job fairs cannot be separately identified as they will be organised by existing job centres. Since these 115 job fairs will be organised by existing staff among their other duties, the manpower involved in job fairs cannot be separately identified.

**CONTROLLING OFFICER'S REPLY****LWB(L)116****(Question Serial No. 1110)**

**Head:** (141) Government Secretariat: Labour and Welfare Bureau

**Subhead (No. & title):** (-) Not Specified

**Programme:** (7) Subvention: Vocational Training Council (Vocational Training)

**Controlling Officer:** Permanent Secretary for Labour and Welfare (Miss Annie TAM)

**Director of Bureau:** Secretary for Labour and Welfare

**Question (Member Question No. 48):**

In 2014-15, the Vocational Training Council will explore extending the coverage of the scope of the pilot traineeship scheme for the service industries. In this regard, please provide the following information:

- From 2012 till now, what were the number of places offered by the pilot traineeship scheme for the service industries, the distribution of places in various industries and the participation rate each year?
- From 2012 till now, what was the expenditure involved in the pilot traineeship scheme for the service industries each year?
- What are the details about extending the pilot traineeship scheme for the service industries?

**Asked by:** Hon. CHAN Yuen-han

**Reply:**

The information sought is provided as follows-

- The numbers of places offered by the pilot traineeship scheme (the Scheme) for the service industries and the enrolment rates in 2012-13 and 2013-14 (up to February 2014) are set out by industries in the table below:

	2012-13		2013-14 (up to February 2014)	
	Beauty care	Hairdressing	Beauty care	Hairdressing
Training places	300	240	300	240
Enrolment	124	77	62	54
Enrolment rates	41%	32%	21%	23%

- The expenditure for the development and provision of training of the Scheme was \$12.8 million in 2012-13. In 2013-14, the expenditure is estimated to be \$19.5 million.
- The Vocational Training Council (VTC) is planning to extend the Scheme to the retail and elderly care services industries in 2014-15. VTC is now finalising the training contents and validation of the programmes under the Qualifications Framework as well as preparing for the related publicity efforts. VTC plans to commence the training for these two industries in June 2014 and will explore the need to extend the Scheme to other services industries as and when appropriate.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)117**

**(Question Serial No. 1242)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (7) Subvention: Vocational Training Council (Vocational Training)  
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 35):

Regarding the Apprenticeship Scheme, please advise on the following:

- (a) the number of apprentices registered under the Apprenticeship Scheme and engaged in the 45 designated trades under the Apprenticeship Ordinance from 2011-12 to 2013-14, with a breakdown by the designated trade;
- (b) the respective number of apprentices (including those aged above 18 in “designated trades” and those in non-designated trades) registered voluntarily from 2011-12 to 2013-14, with a breakdown by the designated trade;
- (c) the annual establishment of the Office of the Director of Apprenticeship over the past five years, with a breakdown by rank;
- (d) the respective annual amount and details of expenditure of the Office of the Director of Apprenticeship over the past five years;
- (e) the annual number of labour disputes handled by the Office of the Director of Apprenticeship, the number of breaches involved, and the number of cases penalised over the past five years;
- (f) the nature of the breaches identified during inspections over the past five years, with a breakdown of the number by nature;
- (g) the annual number of inspections conducted by Inspectors of Apprentices over the past five years, with a breakdown showing the figures for routine visits, promotion visits, enforcement visits, training facility visits, conciliation visits, other visits and the total;
- (h) the annual number of contracts of apprenticeship registered and completed, and those registered but terminated over the past five years, with a breakdown by trade and the reasons for termination of contracts;
- (i) the annual number of employers participating in the Apprenticeship Scheme over the past five years, with a breakdown by trade;
- (j) the annual placement rate and unemployment rate of apprentices under the Apprenticeship Scheme over the past five years. Please also provide the percentage of apprentices who were employed in the relevant trade, and those who sought employment in other trades after completion of training;
- (k) the annual number of registered apprentices who continued to be employed by the same employer after completion of the apprenticeship training, and its percentage share in the total number of registered apprentices who have completed the training over the past five years.

Asked by: Hon. CHEUNG Kwok-che

Reply:

The information sought is provided as follows -

- (a) The number of apprentices registered in accordance with the Apprenticeship Ordinance (the Ordinance) and engaged in designated trades<sup>1</sup> specified under the Ordinance from 2011-12 to 2013-14 is set out at Annex 1.
- (b) Apprentices registered voluntarily under “designated trades” are all aged 19 or above whereas those voluntarily registered under “non-designated trades” cover all ages. The number of apprentices registered voluntarily from 2011-12 to 2013-14 is set out at Annex 2.
- (c) The establishment of the Office of the Director of Apprenticeship for each of the past 5 years was 41, comprising 27 inspectorate staff and 14 administrative and support staff.
- (d) The annual expenditure for the Office of the Director of Apprenticeship for the past 5 years ranged from \$22 million to \$26 million, covering the staff cost and other operating expenses.
- (e) The number of violations against the Apprenticeship Ordinance over the past 5 years is set out below:

	<b>No. of Violation</b>
2009-10	216
2010-11	75
2011-12	104
2012-13	160
2013-14	117

Warnings were issued to the employers involving in these violations who subsequently have taken corresponding rectifications. The Vocational Training Council does not record the number of disputes on labour affairs.

- (f) The violations mainly involved the welfare, salary and training of the apprentices, such as overtime calculation and delay in reimbursement of tuition fees for training. Breakdown of the number by nature of violation is not available.
- (g) The number of inspections conducted by Inspectors of Apprentices over the past 5 years is set out below:

	Routine Visits	Promotion Visits	Enforcement Visits	Facilities Visits	Conciliation Visits	Other Visits	Total Visits
2009-10	7412	2051	1569	264	216	4602	16114
2010-11	7666	1785	2914	273	75	5015	17728
2011-12	6767	673	1165	219	117	7261	16203
2012-13	7365	889	830	185	119	10391	19779
2013-14*	7148	773	694	175	123	8670	17583

\*No. of inspections as at 6 March 2014

<sup>1</sup> These figures include those apprentices in designated trades aged 14 to under 19, whose contracts of apprenticeship must be registered with the Director of Apprenticeship, as well as those at or over 19 years, whose registration is voluntary.

- (h) The number of contracts of apprenticeship registered and completed over the past 5 years is set out at Annex 3. Reasons for termination of contract were only recorded since 2011. The breakdowns of the number of these contracts by reasons for termination and sectors are set out in Annexes 4 and 5 respectively.
- (i) The number of employers participating in the Apprenticeship Scheme over the past 5 years, with a breakdown by trade is at Annex 6.
- (j) & (k) The rates of employment, employment in original trade, employment in other trade, unemployment and employment by the same employer of the apprentices completing the apprenticeship training over the past 5 years are as follows:

	Survey Year				
	2009	2010	2011	2012	2013
Employment rate	99.5%	99%	98%	97%	98%
Employment in original trade	99%	97%	98%	96%	97%
Employment in other trade	0.5%	2%	0	1%	1 %
Unemployment rate	0.5%	1%	2%	3%	2%
Employed by the same employer	85%	83%	86%	83%	91%

**Number of apprentices registered in accordance with the Apprenticeship Ordinance and engaged in designated trades specified under the Ordinance from 2011-12 to 2013-14**

	2011-12	2012-13	2013-14 (up to 6 March 2014)
Audio-Visual and Radio-Frequency Mechanic	7	-	-
Bookbinder	3	-	1
Building Services Mechanic	105	99	148
Cable Jointer (Power)	12	17	21
Carpenter/Joiner	2	-	2
Construction Plant Mechanic	79	91	91
Electrical Appliances Service Mechanic	6	6	7
Electrical Fitter	33	36	48
Electrician	422	453	509
Gas Utilisation Fitter	23	26	42
Goldsmith (K-gold)	5	3	3
Lift Electrician	132	136	186
Lift Mechanic	8	7	6
Machinist	11	6	4
Mechanical Fitter	27	3	-
Overhead Linesman	19	16	20
Painter	10	2	-
Plasterer	-	1	-
Plumber	12	15	16
Precious Stone Setter	4	3	2
Printing Machine Operator (Letterpress)	2	2	1
Printing Machine Operator (Offset Litho)	4	1	-
Refrigeration/Air-conditioning Mechanic	285	310	339
Textile Mechanic	-	-	1
Tiler	1	-	-
Vehicle Body Repairer	45	35	44
Vehicle Electrician	67	71	86
Vehicle Mechanic	296	276	324
Vehicle Painter	18	20	15
<b>Total:</b>	<b>1638</b>	<b>1635</b>	<b>1916</b>

**Number of apprentices registered voluntarily in accordance with the Apprenticeship Ordinance  
from 2011-12 to 2013-14**

	2011-12	2012-13	2013-14 (up to 6 March 2014)
<b>Designated Trade (age 19 or above)</b>			
Audio-Visual and Radio-Frequency Mechanic	3	-	-
Bookbinder	3	-	-
Building Services Mechanic	60	54	105
Cable Jointer (Power)	5	10	17
Carpenter/Joiner	1	-	-
Construction Plant Mechanic	55	65	74
Electrical Appliances Service Mechanic	3	4	4
Electrical Fitter	19	26	40
Electrician	269	295	365
Gas Utilisation Fitter	14	19	30
Goldsmith (K-gold)	5	3	1
Lift Electrician	60	54	98
Lift Mechanic	2	1	-
Machinist	5	2	1
Mechanical Fitter	16	-	-
Overhead Linesman	11	12	15
Painter	9	1	-
Plumber	7	14	15
Precious Stone Setter	4	3	2
Printing Machine Operator (Letterpress)	2	2	1
Printing Machine Operator (Offset Litho)	3	1	-
Refrigeration/Air-conditioning Mechanic	172	187	209
Tiler	1	-	-
Vehicle Body Repairer	26	19	23
Vehicle Electrician	41	51	62
Vehicle Mechanic	189	182	228
Vehicle Painter	7	10	10
<b>Total:</b>	<b>992</b>	<b>1015</b>	<b>1300</b>
<b>Non Designated Trade (all ages)</b>			
Air-conditioning Technician	44	38	30
Aircraft Maintenance Mechanic	-	-	86
Aircraft Painting Mechanic	-	1	4
Assistant Jewellery Designer	2	1	-

	2011-12	2012-13	2013-14 (up to 6 March 2014)
Assistant Jewellery Production Designer	-	-	1
Assistant Safety Officer	-	-	3
Building Partition and Ceiling Products Installer	1	-	1
Building Services Assistant	-	1	2
Building Services Technician	194	194	189
Construction Assistant	1	2	6
Construction Purchasing Technician	-	1	-
Construction Site Administration Assistant	1	1	-
Construction Technician	465	628	676
Construction Works Joiner	1	-	2
Cook (Western Style)	1	-	-
Craft Apprentice (Air-conditioning)	23	15	25
Craft Apprentice (Electrical)	52	60	94
Craft Apprentice (Mechanical)	62	52	82
Craft Apprentice (Vehicle)	6	5	7
Customer Services Assistant (Printing)	1	-	-
Designer (Printing)	5	5	-
Designer Assistant (Printing)	2	-	-
Desktop Publishing (DTP) System Operator	10	5	3
Digital Printing Machine Operator	1	-	-
Domestic Gas Fitter Classes 1 & 4	16	14	-
Draughtsman	-	1	-
Electrical Engineering Technician	131	119	131
Electronics Craftsman	6	9	9
Electronics Technician	64	54	49
Engineering Assistant	4	3	2
Engineering Assistant (Air-Conditioning)	-	1	2
Engineering Assistant ( Plastic Production )	2	-	4
Engineering Assistant (Building Services)	26	16	9
Engineering Assistant (Construction Plant)	1	-	-
Engineering Assistant (Electrical)	14	9	5
Engineering Assistant (Underground Utilities Detection)	1	-	-
Fire Services Mechanic	17	27	23
Fire Services Technician	1	-	-
Flooring Products Installer and Repairer	1	-	-
Gas Network Fitter	10	19	20
Gold Pattern Maker/Engraver	1	-	-
Graphic Designer	4	4	6
Graphic Designer Assistant (Printing)	6	9	3



	2011-12	2012-13	2013-14 (up to 6 March 2014)
Industrial Vehicle Mechanic	1	1	-
Installer and Repairer of Auxiliary Equipment for the Blind	1	1	-
Jewellery Mould Maker & Caster	-	-	1
Jewellery Plater/Polisher	-	2	-
Jewellery Order Processor	4	-	-
Jewellery Polisher	2	2	2
Junior Construction Assistant	-	1	1
Junior Construction Technician	1	-	-
Kitchen Cabinet Installer and Repairer	1	-	-
Leveller	1	-	-
Lift Technician	2	7	10
Machine Setter	1	-	-
Maintenance Mechanic	2	1	-
Marble Worker	-	1	1
Marketing Assistant (Printing)	1	-	-
Mechanical Engineering Technician	41	38	44
Mechanical Fitter	52	77	85
Metal Worker	6	16	9
Permanent Way Mechanic	17	20	34
Pipe Fitter	1	-	-
Prepress Coordinator (Printing)	4	1	-
Production Assistant (Watch)	1	1	1
Production Controller Assistant (Printing)	20	14	7
Production Planner (Printing)	10	8	12
Production Planner Assistant (Printing)	5	-	-
Quality Control Assistant (Electrical Product)	1	1	-
Quantity Surveying Assistant	-	-	1
Quantity Surveying Technician	128	139	122
Refrigeration/Air-conditioning Technician	26	21	22
Sales Executives Assistant (Printing)	1	-	-
Screen Process Printer	-	1	-
Steel Fabricator	3	2	6
Surveying Technician	2	1	-
System Operator Computer To Plate	3	1	1
Technical Assistant (Air Conditioning )	1	1	-
Technical Assistant (Electrical)	5	4	3
Technical Assistant (Electronics)	5	1	4
Technical Assistant (Security Systems)	2	1	1
Technician Apprentice (Air Conditioning)	15	12	8

	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14 (up to 6 March 2014)</b>
Technician Apprentice (Electrical)	42	53	39
Technician Apprentice (Electronics)	18	13	6
Technician Apprentice (Mechanical)	18	17	20
Technician Apprentice (Vehicle)	5	3	1
Technician Trainee I (Air Conditioning )	-	12	18
Technician Trainee I (Electronic)	-	17	26
Technician Trainee I (Vehicle)	-	3	5
Technician Trainee II (Air Conditioning )	-	16	20
Technician Trainee II (Electronic)	-	-	13
Technician Trainee II (Vehicle)	-	1	2
Vehicle Technician	36	37	32
Ventilation System Mechanic	-	-	2
Welder	10	7	6
<b>Total:</b>	<b>1672</b>	<b>1849</b>	<b>2039</b>

## Number of contracts of apprenticeship registered and completed from 2009-10 to 2013-14

Sector	No. of completion				
	2009-10	2010-11	2011-12	2012-13	2013-14
Automobile	137	124	98	92	92
Construction	177	148	161	144	204
Electrical	177	199	185	174	169
Electronics	50	31	26	24	25
Furniture Making	-	-	1	-	-
Gas	40	24	34	31	38
Hotel Cook	-	1	-	1	-
Jewellery	12	4	6	6	3
Lift and Escalator	41	33	29	35	26
Mechanical	65	62	50	65	57
Plastics	3	7	4	4	1
Printing	33	39	31	26	19
Air Conditioning	133	105	102	79	97
Ship Repair	-	-	2	1	-
Textile Clothing	2	-	-	-	-
<b>Total</b>	<b>870</b>	<b>777</b>	<b>729</b>	<b>682</b>	<b>731</b>

**Number of contracts of apprenticeship registered and terminated from 2011-12 to 2013-14 (set out by reasons for termination)**

<b>Reason for termination</b>	<b>No. of Termination</b>		
	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>
Change of Trade	255	253	245
Discharged	65	37	61
Dislike the Environment	151	159	97
Dislike the Firm	139	108	104
Further Study	46	58	53
Lose interest	80	39	65
Low Wages	199	165	229
Physically Unfit	18	14	25
Other reasons	81	113	64
Total:	<b>1034</b>	<b>946</b>	<b>943</b>

**Number of contracts of apprenticeship registered and terminated from 2011-12 to 2013-14 (set out by sector)**

Sector	No. of termination		
	2011-2012	2012-2013	2013-2014
Aircraft Maintenance	-	-	9
Automobile	217	196	187
Construction	244	256	295
Electrical	274	225	206
Electronics	14	11	11
Furniture Making	1	-	-
Gas	13	9	10
Hotel Cook	1	-	-
Jewellery	7	7	8
Lift and Escalator	54	49	47
Mechanical	31	26	32
Plastics	3	2	2
Printing	60	32	19
Air Conditioning	109	133	117
Ship Repair	5	-	-
Textile Clothing	1	-	-
<b>Total:</b>	<b>1034</b>	<b>946</b>	<b>943</b>

**Number of employers participating in the Apprenticeship Scheme from 2009-10 to 2013-14 (set out by sector)**

<b>Sector</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>
Automobile	112	128	111	98	83
Construction	103	113	121	120	132
Electrical	193	194	187	168	166
Electronics	11	8	8	5	8
Gas	17	13	14	10	10
Hotel Cook	1	1	1	-	-
Jewellery	18	12	8	5	4
Lift and Escalator	13	13	12	12	15
Mechanical	20	13	13	10	9
Plastics	6	6	4	2	2
Printing	71	73	52	33	19
Air Conditioning	145	145	137	132	133
Ship Repair	11	10	8	9	8
Textile Clothing	2	2	2	1	1
Employers offering apprenticeship in more than one sector	4	4	2	4	6
Total:	<b>727</b>	<b>735</b>	<b>680</b>	<b>609</b>	<b>596</b>

**CONTROLLING OFFICER'S REPLY**

**LWB(L)118**

**(Question Serial No. 0086)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (-) Not Specified

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 42):

During 2014-15, the Vocational Training Council will explore extending the coverage of the scope of the pilot traineeship scheme for the service industries. Please provide details of the specific work, time schedule as well as the manpower and expenditure involved.

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The Vocational Training Council (VTC) is planning to extend the pilot traineeship scheme (the Scheme) to the retail and elderly care services industries in 2014-15. VTC is now finalising the training contents and validation of the programmes under the Qualifications Framework as well as preparing for the related publicity efforts. VTC plans to commence the training for these two industries in June 2014. In 2014-15, the total estimated expenditure for the Scheme as a whole is about \$19.5 million and about 37 staff will be required. VTC will explore the need to extend the Scheme to other services industries as and when appropriate.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)119**

**(Question Serial No. 0091)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (-) Not Specified

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 43):

During 2014-15, the Vocational Training Council will further expand vocational assessment services to better support Hong Kong's manpower development and improve the skills standards of industries. Please provide details of the specific work, time schedule as well as the manpower and expenditure involved.

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The Vocational Training Council plans to extend the vocational assessment (VA) services to cover the arboriculture, elderly care services, printing, and automobile industries in 2014 and 2015. The VA system is run on a self-financing basis. In 2014-15, the total estimated annual expenditure for operating VA and conducting the assessments is around \$9.4 million and 16 staff will be required.



**CONTROLLING OFFICER'S REPLY**

**LWB(L)120**

**(Question Serial No. 2068)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (-) Not Specified

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 4):

It is mentioned in paragraph 105 of the Budget Speech that “shortage of manpower hampers the development of certain industries. Labour shortage in the construction sector, for instance, would affect the delivery of infrastructure projects.” In this connection, does the Administration have any plan to conduct a long-term manpower policy study in the light of manpower shortage and job mismatch so as to facilitate course planning by tertiary institutions to address the problems?

Asked by: Hon. CHIANG Lai-wan

Reply:

The Administration conducts Manpower Projections (MP) from time to time to assess the future manpower requirement and supply of our economy at the macro level, as well as the potential manpower resource balances at different education levels. The Administration is in the process of conducting a MP exercise covering a period of 10 years, from 2012 to 2022. The relevant bureaux / departments and the stakeholders (including, among others, educational institutes and training bodies) make reference to the findings in studying the manpower situation of, and implement appropriate measures for, the respective industries.

**CONTROLLING OFFICER'S REPLY****LWB(L)121****(Question Serial No. 2087)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (-) Not Specified

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 24):

- (a) Please provide a breakdown of the estimated expenditure and staff establishment of the Employees Retraining Board (ERB) in 2014-15.
- (b) In the Budget Speech, it is mentioned that the ERB will offer 130 000 training places and an additional reserve of 40 000 places in 2014-15. Please provide a breakdown of the training places by course type, trade and target.
- (c) Among the training places to be offered by the ERB in 2014-15, 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-wanReply:

The information sought is provided as follows –

- (a) The overall expenditure of ERB for a planned provision of 130 000 training places in 2014-15 is estimated to be \$845 million. A breakdown of the estimated expenditure is as follows:

Item	Estimated expenditure (\$ million)
Training expenses	572
Retraining allowances	58
Three ERB service centres, Practical Skills Training and Assessment Centre, course quality assurance programmes, promotion and publicity programmes, etc.	78
Administrative expenses	100
Other expenses (i.e. IT systems and depreciation)	25
Non-recurrent expenses (i.e. revamp of ERB website and contingency)	12
<b>Total</b>	<b>845</b>

The actual number of training places to be utilised in 2014-15 will depend on the market demand,

local and overseas economic situations and the personal preference of the trainees etc. If the training places for 2014-15 are not be fully utilised within that financial year, the expenditure will accordingly be reduced.

In 2014-15, the establishment of ERB is 205.

- (b) In 2014-15, ERB plans to offer 130 000 training places. Breakdowns of the planned training places by service targets and course types are provided 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			
Job-specific skills training courses	52 800	36 200	89 000
Generic skills training courses Note 1	Not applicable	34 000	34 000
Courses for special service targets Note 2	5 300	1 700	7 000
<b>Total</b>	<b>58 100</b>	<b>71 900</b>	<b>130 000</b>

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 drug abusers as well as ex-offenders.

In 2014-15, ERB has reserved resources to provide an additional 40 000 training places to meet the demand from training bodies for increasing or redeploying places as the need arises. These additional training places have not been earmarked for any particular courses.

- (c) In 2014-15, the numbers of planned courses and training places for five of the six priority industries are as follows:

Industry	Number of planned courses	Number of planned training places
Cultural and creative industries	18	1 150
Medical services	65	14 900
Education services	16	650
Innovation and technology	14	1 400
Environmental industries	36	6 300
<b>Total:</b>	<b>149</b>	<b>24 400</b>

As for the remaining industry which is testing and certification services, the educational qualification and skills level required may exceed the corresponding attainment of ERB's service targets. ERB currently has no plan to offer training for this industry.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)122**

**(Question Serial No. 2096)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Manpower Development  
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 32):

Under Programme (4) Manpower Development of Head 141, the Labour and Welfare Bureau (LWB) 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 2014-15 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 2013-14 by course domain and academic qualification to be awarded.
- (c) Whether LWB 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, 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 2014, there were 7 858 reimbursable courses registered under CEF. A breakdown of these reimbursable courses by course domains could be found in the first table under (b) below. Details of the academic qualifications to be awarded are provided in the second table under (b) below.
- (b) A breakdown of the above-mentioned 7 858 CEF courses, the number of applications received and approved and the amount of fund disbursed in 2013-14 by course domains and by 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 2013-14 (up to 31 January 2014)	Number of applications approved in 2013-14 (up to 31 January 2014)	Fund disbursed (\$ million) in 2013-14 (up to 31 January 2014)
Business services	2 914	6 604	5 986	47.4
Creative industries	425	782	571	5.6
Design	732	2 572	2 364	14.5
Financial services	1 943	3 505	3 539	32.7
Interpersonal and intrapersonal skills for the workplace	14	155	138	1.4
Languages	605	12 108	11 575	38.6
Logistics	574	1 057	957	7.6
Tourism	512	1 195	1 099	8.7
Specifications of Competency Standards	139	2 062	1 995	10.7
Courses which are not reimbursable under CEF	0	116	0	0.0
Total	7 858	30 156	28 224	167.2

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 2013-14 (up to 31 January 2014)	Number of applications approved in 2013-14 (up to 31 January 2014)	Fund disbursed (\$ million) in 2013-14 (up to 31 January 2014)
Doctorate	2	0	0	0.0
Master Degree	90	117	87	1.1
Postgraduate Diploma	26	63	58	0.5
Bachelor Degree	83	241	223	1.9
Postgraduate Certificate / Postgraduate Award	10	8	6	0.2
Associate Degree	19	56	48	0.2
Advanced Diploma / Professional Diploma / Post-diploma Certificate	262	879	805	6.9
Higher Diploma	45	16	15	0.5
Diploma / Executive Diploma / Graduate Diploma	371	2 709	2 534	15.6
Associate Diploma	2	44	38	0.3
Advanced / Professional / Higher Certificate	261	966	897	7.5
Certificate / Executive Certificate / Graduate Certificate	969	7 128	6 976	38.0
Others, e.g. certificate of completion / attendance	5 718	17 929	16 537	94.5
Total	7 858	30 156	28 224	167.2

- (c) An eligible CEF applicant is required to complete 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. At this stage, we have no plans to change them.

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. 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.

**CONTROLLING OFFICER'S REPLY****LWB(L)123****(Question Serial No. 2097)**

**Head:** (141) Government Secretariat: Labour and Welfare Bureau

**Subhead (No. & title):** (-) Not Specified

**Programme:** (7) Subvention: Vocational Training Council (Vocational Training)

**Controlling Officer:** Permanent Secretary for Labour and Welfare (Miss Annie Tam)

**Director of Bureau:** Secretary for Labour and Welfare

**Question (Member Question No. 33):**

Regarding the Office of the Director of Apprenticeship, would the Administration please provide the following information:

- Please provide the figures on the number, age, sector and sex of the apprentices registered with the Office of the Director of Apprenticeship in 2013-14.
- 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 -

- 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 6 March 2014 was as follows -

Sector	Number of Registered Apprentices (as at 6 March 2014)			
	Age		Gender	
	14- under 19	19 or above	Female	Male
Air-Conditioning	161	303	1	463
Aircraft	10	80	5	85
Automobile	147	369	2	514
Construction	129	1 140	54	1 215
Electrical	218	639	4	853
Electronic	23	86	4	105
Fire	10	13	0	23
Gas	12	50	0	62
Jewellery	3	7	3	7
Lift	94	108	0	202
Mechanical	101	204	2	303
Metal	1	8	0	9
Printing	1	32	20	13
Welder	5	1	0	6
Sub-total	915	3 040	95	3 860
Total	3 955		955	

- (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 under workplace integrated training involving part-time day or evening class studies will amount to about \$25,000 in 2014-15.



**CONTROLLING OFFICER'S REPLY**

**LWB(L)124**

**(Question Serial No. 2413)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Manpower Development  
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 43):

There is a decrease of 99.8% in the estimated provision for the Manpower Development of the Labour and Welfare Bureau. Please elaborate on the main reasons for such a decrease.

Asked by: Hon. IP LAU Suk-ye, Regina

Reply:

The provision for 2014-15 is \$15,001.2 million (99.8%) lower than the revised estimate for 2013-14. This is mainly due to the one-off injection into the Employees Retraining Board in 2013-14 as well as reduced requirement for departmental expenses, partly offset by increased provision for the Adult Education Subvention Scheme.

**CONTROLLING OFFICER'S REPLY****LWB(L)125****(Question Serial No. 0803)**

**Head:** (141) Government Secretariat: Labour and Welfare Bureau

**Subhead (No. & title):** (-) Not Specified

**Programme:** (7) Subvention: Vocational Training Council (Vocational Training)

**Controlling Officer:** Permanent Secretary for Labour and Welfare (Miss Annie Tam)

**Director of Bureau:** Secretary for Labour and Welfare

**Question (Member Question No. 20):**

With regard to the implementation of the Apprenticeship Ordinance (Cap. 47) ("the Ordinance"), would the Government advise this Committee of the following:

The number of employers participating in the Apprenticeship Scheme and the number of trained apprentices in each of the past three years (i.e. 2011-12, 2012-13 and 2013-14). Please provide breakdowns by designated trade and non-designated trade.

The number of registered apprentices in the designated trades under the Ordinance at present. Please also specify the age and gender of the apprentices.

The number of non-designated trades participating in the Apprenticeship Scheme under the Ordinance and the number of registered apprentices in these trades at present. Please also specify the age and gender of the apprentices.

Whether the Administration conducted any survey or investigation on the employment situation of the apprentices completing training in the past three years (i.e. 2011-12, 2012-13 and 2013-14). If yes, please provide the number of apprentices who continued to work in their original trades and their percentage share in the total number of apprentices in the respective trades (with breakdown by year and trade). If no, what are the reasons and will the Administration consider conducting such surveys?

Does the Administration have any plan to review the Ordinance and the existing apprenticeship training schemes in 2014-15? If yes, what are the details and the expenditure and manpower involved? If no, what are the reasons?

**Asked by:** Hon. KWOK Wai-keung

**Reply:**

(a) The number of employers participating in the Apprenticeship Scheme and the number of registered apprentices in each of the past three years (i.e. 2011-12, 2012-13 and 2013-14) are as follows:-

	No. of Employers	No. of apprentices		
		Designated Trades	Non-Designated Trades	Total
2011-12	680	1 638	1 672	<b>3 310</b>
2012-13	609	1 635	1 849	<b>3 484</b>
2013-14 (as at 6 Mar 2014)	596	1 916	2 039	<b>3 955</b>

- (b) There are 1 916 registered apprentices in the designated trades (as at 6 March 2014). Breakdowns by gender and by age are provided in the following two tables:

By gender

<b>Designated Trades</b>	<b>Male</b>	<b>Female</b>
Bookbinder	1	-
Building Services Mechanic	148	-
Cable Joints (Power)	21	-
Carpenter/Joiner	2	-
Construction Plant Mechanic	91	-
Electrical Appliances Service Mechanic	7	-
Electrical Fitter	47	1
Electrician	508	1
Gas Utilisation Fitter	42	-
Goldsmith (K-gold)	2	1
Lift Electrician	186	-
Lift Mechanic	6	-
Machinist	4	-
Overhead Linesman	20	-
Plumber	16	-
Precious Stone Setter	1	1
Printing Machine Operator (Letterpress)	1	-
Refrigeration/Air-conditioning Mechanic	339	-
Textile Mechanic	1	-
Vehicle Body Repairer	44	-
Vehicle Electrician	86	-
Vehicle Mechanic	323	1
Vehicle Painter	15	-
<b>Total:</b>	<b>1 911</b>	<b>5</b>

By age<sup>1</sup>

<b>Age</b>	<b>No. of Registered Apprentice in Designated Trades</b>
14 to under 19	616
19 or above	1 300
<b>Total</b>	<b>1 916</b>

<sup>1</sup> 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.

- (c) There are 62 non-designated trades with 2 039 registered apprentices<sup>2</sup> (as at 6 March 2014). Their distribution by trade and gender and by age is listed in the two tables below respectively:

By gender

<b>Non-Designated Trades</b>	<b>Male</b>	<b>Female</b>
Air-conditioning Technician	30	-
Aircraft Maintenance Mechanic	81	5
Aircraft Painting Mechanic	4	-
Assistant Jewellery Production Designer	-	1
Assistant Safety Officer	3	-
Building Partition and Ceiling Products Installer	1	-
Building Services Assistant	2	-
Building Services Technician	186	3
Construction Assistant	6	-
Construction Technician	662	14
Construction Works Painter	2	-
Craft Apprentice (Air-conditioning)	25	-
Craft Apprentice (Electrical)	92	2
Craft Apprentice (Mechanical)	81	1
Craft Apprentice (Vehicle)	7	-
Desktop Publishing (DTP) System Operator	3	-
Electrical Engineering Technician	131	-
Electronics Craftsman	9	-
Electronics Technician	47	2
Engineering Assistant	2	-
Engineering Assistant (Plastic Production)	4	-
Engineering Assistant (Air-Conditioning)	2	-
Engineering Assistant (Building Services)	8	1
Engineering Assistant (Electrical)	5	-
Fire Services Mechanic	23	-
Gas Network Fitter	20	-
Graphic Designer	-	6
Graphic Designer Assistant (Printing)	2	1
Jewellery Mould Maker & Caster	1	-
Jewellery Polisher	2	-
Junior Construction Assistant	1	-
Lift Technician	10	-
Marble Worker	1	-
Mechanical Engineering Technician	44	-
Mechanical Fitter	84	1
Metal Worker	9	-
Permanent Way Mechanic	34	-

<sup>2</sup> Apprentices in trades not specified as designated trades (non-designated trades) are registered on a voluntary basis.

<b>Non-Designated Trades</b>	<b>Male</b>	<b>Female</b>
Production Assistant (Watch)	1	-
Production Controller Assistant (Printing)	3	4
Production Planner (Printing)	3	9
Quantity Surveying Assistant	-	1
Quantity Surveying Technician	87	35
Refrigeration/Air-conditioning Technician	22	-
Steel Fabricator	6	-
System Operator Computer To Plate	1	-
Technical Assistant (Electrical)	3	-
Technical Assistant (Electronics)	4	-
Technical Assistant (Security Systems)	1	-
Technician Apprentice (Air Conditioning)	7	1
Technician Apprentice (Electrical)	39	-
Technician Apprentice (Electronics)	6	-
Technician Apprentice (Mechanical)	20	-
Technician Apprentice (Vehicle)	1	-
Technician Trainee I (Air Conditioning)	18	-
Technician Trainee I (Electronic)	26	-
Technician Trainee I (Vehicle)	5	-
Technician Trainee II (Air Conditioning)	20	-
Technician Trainee II (Electronic)	11	2
Technician Trainee II (Vehicle)	2	-
Vehicle Technician	31	1
Ventilation System Mechanic	2	-
Welder	6	-
<b>Total:</b>	<b>1 949</b>	<b>90</b>

By age

Age	No. of Registered Apprentices in Non-Designated Trades
14 to under 19	299
19 or above	1 740
Total	2 039

- (d) VTC conducts an annual survey of 200 randomly-selected apprentices who have completed the apprenticeship training. The numbers of apprentices in employment and those who continued to work in their original trades<sup>3</sup> as well as their percentage share in the total number of apprentices in employment from 2011-12 to 2013-14 are given below:

<b>Year</b>	<b>No. of Apprentices responding to the Annual Survey</b>	<b>No. of Apprentices in Employment</b>	<b>No. of Apprentices Continuing in Original Trades</b>	<b>Percentage</b>
2011-12	195	192	192	100%
2012-13	185	180	177	98.3%
2013-14 (as at 6 March 2014)	199	195	193	98.9%

- (e) We will continue to listen to views from the community on the apprenticeship schemes before considering whether; and if so when, to conduct a review of the Ordinance. Further time is required for us to consider the views and deliberate the issue internally.

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<sup>3</sup> Given the small number of samples from each trade, lump-sum figures, without classification by trades, are provided to give a more holistic picture of the employment situation of the apprentices completing the training.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)126**

**(Question Serial No. 0965)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (7) Subvention: Vocational Training Council (Vocational Training)  
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 44):

On the implementation of the Modern Apprenticeship Scheme (the Scheme), will the Administration inform this Committee of:

- (a) the number of apprentices joining the Scheme per year for the past 3 years (i.e. 2011-12, 2012-13 and 2013-14) (please provide a breakdown by sector, age and gender);
- (b) whether the Administration has compiled statistics and conducted surveys on the employment of apprentices after they completed the training programmes over the past 3 years (i.e. 2011-12, 2012-13 and 2013-14). If yes, what are the number of apprentices who remained in the original sectors and the proportion of these apprentices in the total number of apprentices in the sectors (please provide a breakdown by year and sector). If not, what are the reasons and whether the Administration will consider compiling such statistics; and
- (c) whether additional provision will be allocated in 2014-15 for promoting the Scheme in order to attract more young people to join in?

Asked by: Hon. KWOK Wai-keung

Reply:

- (a) The number of apprentices joining the Modern Apprenticeship Scheme (the Scheme) in 2011/12, 2012/13 and 2013/14, broken down by sector, age<sup>1</sup> and gender, is provided in the table below:

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<sup>1</sup> The training for apprentices aged 15 to 20 is funded under the Manpower Development Scheme of the Employees Retraining Board. The training for the remaining apprentices is funded by the Labour and Welfare Bureau.

Modern Scheme	Apprenticeship	2011/12		2012/13		2013/14 (as at February 2014)	
		Male	Female	Male	Female		
Beauty Care	Gender					#	
	Age 15-20	0	58	0	19		
	Age 21-24	0	17	0	1		
	<b>Total</b>	<b>75</b>		<b>20</b>			
Hairdressing	Gender					#	
	Age 15-20	31	4	18	4		
	Age 21-24	7	2	3	2		
	<b>Total</b>	<b>44</b>		<b>27</b>			
Bakery & Pastry	Gender					Male	Female
	Age 15-20	16	1	14	4	0	0
	Age 21-24	9	7	11	4	23	9
	<b>Total</b>	<b>33</b>		<b>33</b>		<b>32</b>	
Electronic & IT	Gender					Male	Female
	Age 15-20	25	0	16	0	0	0
	Age 21-24	23	0	6	0	10	2
	<b>Total</b>	<b>48</b>		<b>22</b>		<b>12</b>	

# No class was organised for the beauty care and hairdressing sectors as at February 2014.

- (b) The Scheme includes a six to nine months' placement service to apprentices after their completion of the Scheme. The employment data of the apprentices collected at the end of the placement services are set out in the ensuing table.

Modern Apprenticeship Scheme		2011/12	2012/13	2013/14 (as at February 2014)
Beauty Care	Completing the Scheme	53	14	#
	Remaining in the original sector	44	10	
	Rate	83%	71%	
Hairdressing	Completing the Scheme	24	13	#
	Remaining in the original sector	21	12	
	Rate	88%	92%	
Bakery & Pastry	Completing the Scheme	26	32	18
	Remaining in the original sector	23	20	*
	Rate	88%	63%	*
Electronic & IT	Completing the Scheme	33	14	7
	Remaining in the original sector	30	8	*
	Rate	91%	57%	*

# No class was organised for the beauty care and hairdressing sectors as at February 2014.

\* For 2013/14, the placement period has not been completed yet and the data will only be available in February 2015.

- (c) The Vocational Training Council (VTC) organises publicity activities regularly to promote the Scheme through various channels, including visits to employers, talks in schools and for parents, and advertisements in various media. These activities have helped to attract young people to join the Scheme. They are part of the on-going efforts of VTC for which no additional funding is required.



**CONTROLLING OFFICER'S REPLY**

**LWB(L)127**

**(Question Serial No. 2470)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): (000) Operational expenses  
Programme: (4) Manpower Development  
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 515):

Please advise on the number of training courses approved by the Employees Retraining Board in respect of each of its appointed training bodies (a total of 114 according to the latest information available) and the amount of subsidy granted by year over the past 2 financial years.

Asked by: Hon. LEUNG Kwok-hung

Reply:

The number of training courses approved by the Employees Retraining Board (ERB) and the amount of funding allocated to each training body in the past 2 years (2012-13 and 2013-14) are provided at Annexes I and II respectively. The funding allocated to each training body depends on the successful organisation of training courses and the number of training places taken up, and may not be directly proportional to the number of training courses approved.

Number of training courses approved for organisation in 2012-13:

	Training body	Number of training courses approved
1	The Hong Kong Confederation of Trade Unions	291
2	The Hong Kong Federation of Trade Unions	216
3	HKCT Group Limited	185
4	Vocational Training Council	178
5	Hong Kong Employment Development Service Limited	112
6	St. James' Settlement	104
7	Christian Action	100
8	The Federation of Hong Kong and Kowloon Labour Unions	88
9	New Territories Association Retraining Centre Limited	87
10	Caritas - Hong Kong	77
11	Yan Oi Tong Limited	64
12	Hong Kong Sheng Kung Hui Lady MacLehose Centre	52
13	KCRA Community Education Enhancement Center Limited	52
14	The Scout Association of Hong Kong - The Friends of Scouting	50
15	Hong Kong Young Women's Christian Association	48
16	The Young Men's Christian Association of Hong Kong	42
17	Hong Kong Association for Democracy and People's Livelihood	38
18	School of Continuing and Professional Education, City University of Hong Kong	37
19	Lingnan Institute of Further Education	36
20	Methodist Centre	36
21	Heung To College of Professional Studies	35
22	Neighbourhood & Worker's Service Centre	35
23	The Evangelical Lutheran Church of Hongkong	34
24	Hong Kong Travel & Tourism Training Centre Limited	31
25	S. K. H. Holy Carpenter Church Community Centre	31
26	The Industrial Evangelistic Fellowship Limited	29
27	Vassar International Chinese Medical Society Limited	28

	Training body	Number of training courses approved
28	The Society of Rehabilitation and Crime Prevention, Hong Kong	26
29	Leo Hair & Beauty Training Centre	22
30	Farida Hair & Beauty Education Centre	21
31	Industrial Centre, The Hong Kong Polytechnic University	20
32	Hong Kong Electrical & Mechanical College (Evening School)	19
33	Hong Kong & Kowloon Restaurant & Cafe Workers General Union Vocational (Day / Night) School	18
34	Hongkong School of Commerce	17
35	YMCA College of Careers	17
36	Aberdeen Kai-fong Welfare Association Limited	16
37	Reach Profession Training Skills Development Centre	16
38	Hong Kong Outlying Islands Women's Association Limited	15
39	Baptist Oi Kwan Social Service	13
40	Occupational Safety and Health Council	13
41	Hong Kong Federation of Women's Centres	12
42	The Hong Kong Association of Hair Design	12
43	Hong Kong Rehabilitation Power	11
44	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	11
45	The Hong Kong Federation of Youth Groups	11
46	The Hong Kong Society for Rehabilitation	11
47	Advanced Printing Technology Centre Limited	10
48	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	10
49	Hong Kong Federation of Handicapped Youth	10
50	Hong Kong Red Cross	10
51	Eating Establishment Employees General Union	8
52	Hong Kong Sheng Kung Hui Welfare Council	8
53	Yang Memorial Methodist Social Service	8
54	Fire and Security Engineering Employees Association	7
55	HKMA College of Further Education	7
56	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	6
57	Hong Kong Federation of Women Limited	6

	Training body	Number of training courses approved
58	Ming Salon Limited	6
59	Clothing Industry Training Authority	5
60	Electronic Communication Technical Staff Union	5
61	Graphic Arts Association of Hong Kong Limited	5
62	Hong Kong Institute of Technology	5
63	Richmond Fellowship of Hong Kong	5
64	Knowledge Education Centre	4
65	The Mental Health Association of Hong Kong	4
66	Asian Academy for Sports and Fitness Professionals Limited	3
67	College of Nursing, Hong Kong	3
68	Hong Kong Association of Gerontology	3
69	Hong Kong Productivity Council	3
70	Hong Kong St. John Ambulance	3
71	New Life Psychiatric Rehabilitation Association	3
72	Pui Ching Academy	3
73	Queen Elizabeth Hospital - Hospital Authority	3
74	Travel Industry Council of Hong Kong	3
75	Hong Kong Association of Registered Tour Co-ordinators Limited	2
76	Hong Kong Storehouses, Transportation & Logistics Staff Association	2
77	Hong Kong Workers' Health Centre Limited	2
78	Jenny Beauty College	2
79	Li Fai Centre of Wushu	2
80	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	2
81	Princess Margaret Hospital	2
82	Royal International College	2
83	The Hong Kong Marble & Granite Merchants Association, Limited	2
84	The Hong Kong School of Motoring Limited	2
85	Union of Hong Kong Electrical and Mechanical Engineering Assistants	2
86	Association for Engineering and Medical Volunteer Services	1
87	Fu Hong Society Training Department	1

	Training body	Number of training courses approved
88	Hong Kong Air-Conditioning and Refrigerating Trades Workers General Union	1
89	Hong Kong Ballroom Dancing Council Limited	1
90	Hong Kong Tour Guides General Union	1
91	Hospital & Clinic Nurses Association	1
92	Kwai Chung Hospital - Hospital Authority	1
93	Monita Hair & Beauty Academy	1
94	School of Continuing and Professional Studies, The Chinese University of Hong Kong	1
95	The Neighbourhood Advice-Action Council	1
96	Tiptop Consultants Limited	1
97	Xianggang Putonghua Yanxishe	1
98	Youth Outreach	1

Number of training courses approved for organisation in 2013-14:

	Training body	Number of training courses approved
1	The Hong Kong Confederation of Trade Unions	311
2	The Hong Kong Federation of Trade Unions	267
3	HKCT Group Limited	220
4	Vocational Training Council	170
5	St. James' Settlement	110
6	Hong Kong Employment Development Service Limited	105
7	Christian Action	100
8	The Federation of Hong Kong and Kowloon Labour Unions	92
9	New Territories Association Retraining Centre Limited	87
10	KCRA Community Education Enhancement Center Limited	83
11	Yan Oi Tong Limited	77
12	Caritas - Hong Kong	72
13	Hong Kong Sheng Kung Hui Lady MacLehose Centre	71
14	Hong Kong Young Women's Christian Association	60
15	Heung To College of Professional Studies	47
16	The Scout Association of Hong Kong - The Friends of Scouting	47
17	Neighbourhood & Worker's Service Centre	46
18	School of Continuing and Professional Education, City University of Hong Kong	43
19	The Young Men's Christian Association of Hong Kong	43
20	Hong Kong Association for Democracy and People's Livelihood	39
21	The Evangelical Lutheran Church of Hongkong	37
22	Methodist Centre	33
23	Vassar International Chinese Medical Society Limited	33
24	The Society of Rehabilitation and Crime Prevention, Hong Kong	30
25	The Industrial Evangelistic Fellowship Limited	29
26	S. K. H. Holy Carpenter Church Community Centre	27
27	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	26
28	Baptist Oi Kwan Social Service	24
29	Hongkong School of Commerce	24

	Training body	Number of training courses approved
30	Reach Profession Training Skills Development Centre	24
31	Hong Kong Electrical & Mechanical College (Evening School)	23
32	Leo Hair & Beauty Training Centre	23
33	YMCA College of Careers	22
34	Lingnan Institute of Further Education	20
35	The Hong Kong Federation of Youth Groups	20
36	Hong Kong Travel & Tourism Training Centre Limited	19
37	OIWA Limited (known as Hong Kong Outlying Islands Women's Association Limited in 2012-13)	19
38	Aberdeen Kai-fong Welfare Association Limited	18
39	The Hong Kong Association of Hair Design	17
40	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	16
41	Hong Kong Rehabilitation Power	13
42	Occupational Safety and Health Council	13
43	Yang Memorial Methodist Social Service	12
44	Advanced Printing Technology Centre Limited	11
45	Hong Kong Federation of Handicapped Youth	11
46	Hong Kong Federation of Women's Centres	11
47	The Hong Kong Society for Rehabilitation	11
48	Eating Establishment Employees General Union	10
49	Hong Kong Manpower Development Centre Limited	9
50	Hong Kong Red Cross	9
51	Hong Kong Sheng Kung Hui Welfare Council	8
52	Fire and Security Engineering Employees Association	7
53	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	5
54	Hong Kong Association of Gerontology	5
55	The Mental Health Association of Hong Kong	5
56	Electronic Communication Technical Staff Union	4
57	Fu Hong Society Training Department	4
58	Hong Kong & Kowloon Restaurant & Cafe Workers General Union Vocational (Day / Night) School	4
59	Knowledge Education Centre	4

	Training body	Number of training courses approved
60	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	4
61	Queen Elizabeth Hospital - Hospital Authority	4
62	Clothing Industry Training Authority	3
63	College of Nursing, Hong Kong	3
64	Hong Kong Federation of Women Limited	3
65	Hong Kong Productivity Council	3
66	Hong Kong St. John Ambulance	3
67	New Life Psychiatric Rehabilitation Association	3
68	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	3
69	Asia-Pacific Institute of Ageing Studies, Lingnan University	2
70	Hong Kong Institute of Technology	2
71	Hong Kong Workers' Health Centre Limited	2
72	Hospital & Clinic Nurses Association	2
73	Li Fai Centre of Wushu	2
74	Monita Hair & Beauty Academy	2
75	New Home Association Limited	2
76	Princess Margaret Hospital	2
77	The Hong Kong Marble & Granite Merchants Association, Limited	2
78	Union of Hong Kong Electrical and Mechanical Engineering Assistants	2
79	Association for Engineering and Medical Volunteer Services	1
80	HKMA College of Further Education	1
81	Hong Kong Air-Conditioning and Refrigerating Trades Workers General Union	1
82	Hong Kong Association of Registered Tour Co-ordinators Limited	1
83	Hong Kong Storehouses, Transportation & Logistics Staff Association	1
84	Kwai Chung Hospital - Hospital Authority	1
85	Royal International College	1
86	School of Continuing and Professional Studies, The Chinese University of Hong Kong	1
87	The Hong Kong School of Motoring Limited	1
88	The Neighbourhood Advice-Action Council	1
89	Travel Industry Council of Hong Kong	1



	Training body	Number of training courses approved
90	Xianggang Putonghua Yanxishe	1
91	Youth Outreach	1

Funding allocated to training bodies for the organisation of training courses in 2012-13:

	Training body	Funding (in \$'000)
1	HKCT Group Limited	86,407
2	Vocational Training Council	77,604
3	Christian Action	42,260
4	The Hong Kong Confederation of Trade Unions	36,533
5	New Territories Association Retraining Centre Limited	35,151
6	The Federation of Hong Kong and Kowloon Labour Unions	32,843
7	Caritas - Hong Kong	32,505
8	Hong Kong Young Women's Christian Association	20,864
9	The Hong Kong Federation of Trade Unions	20,774
10	Hong Kong Employment Development Service Limited	17,015
11	The Evangelical Lutheran Church of Hongkong	15,865
12	Yan Oi Tong Limited	13,212
13	KCRA Community Education Enhancement Center Limited	12,245
14	Hong Kong Sheng Kung Hui Lady MacLehose Centre	12,089
15	Hong Kong Association for Democracy and People's Livelihood	11,972
16	Heung To College of Professional Studies	11,217
17	St. James' Settlement	9,988
18	Methodist Centre	9,129
19	Neighbourhood & Worker's Service Centre	8,807
20	The Society of Rehabilitation and Crime Prevention, Hong Kong	6,510
21	S. K. H. Holy Carpenter Church Community Centre	5,585
22	Baptist Oi Kwan Social Service	4,693
23	School of Continuing and Professional Education, City University of Hong Kong	4,340
24	Queen Elizabeth Hospital - Hospital Authority	4,282
25	Vassar International Chinese Medical Society Limited	4,116
26	Hong Kong Red Cross	3,894
27	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	3,819
28	The Young Men's Christian Association of Hong Kong	3,624

	Training body	Funding (in \$'000)
29	Hong Kong St. John Ambulance	3,432
30	Hong Kong Workers' Health Centre Limited	3,368
31	The Hong Kong Society for Rehabilitation	3,074
32	Hong Kong Federation of Women's Centres	3,050
33	The Scout Association of Hong Kong - The Friends of Scouting	2,752
34	Princess Margaret Hospital	2,078
35	Hong Kong Sheng Kung Hui Welfare Council	1,935
36	College of Nursing, Hong Kong	1,711
37	Farida Hair & Beauty Education Centre	1,639
38	The Industrial Evangelistic Fellowship Limited	1,595
39	Kwai Chung Hospital - Hospital Authority	1,527
40	Hongkong School of Commerce	1,318
41	Hong Kong Association of Gerontology	1,223
42	Yang Memorial Methodist Social Service	1,199
43	Leo Hair & Beauty Training Centre	1,007
44	Knowledge Education Centre	971
45	Aberdeen Kai-fong Welfare Association Limited	844
46	Hong Kong Outlying Islands Women's Association Limited	821
47	Hong Kong Rehabilitation Power	748
48	School of Continuing and Professional Studies, The Chinese University of Hong Kong	714
49	YMCA College of Careers	630
50	Hong Kong Federation of Handicapped Youth	603
51	Hong Kong Travel & Tourism Training Centre Limited	428
52	Lingnan Institute of Further Education	414
53	Clothing Industry Training Authority	385
54	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	375
55	Reach Profession Training Skills Development Centre	292
56	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	242
57	Hong Kong Productivity Council	205
58	Hospital & Clinic Nurses Association	185

	Training body	Funding (in \$'000)
59	The Mental Health Association of Hong Kong	178
60	The Hong Kong Association of Hair Design	162
61	The Hong Kong Federation of Youth Groups	159
62	Richmond Fellowship of Hong Kong	157
63	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	140
64	Youth Outreach	137
65	New Life Psychiatric Rehabilitation Association	115
66	Ming Salon Limited	104
67	The Neighbourhood Advice-Action Council	98
68	Eating Establishment Employees General Union	90
69	Travel Industry Council of Hong Kong	90
70	Hong Kong Electrical & Mechanical College (Evening School)	88
71	Hong Kong Association of Registered Tour Co-ordinators Limited	87
72	Electronic Communication Technical Staff Union	80
73	Hong Kong Federation of Women Limited	68
74	Hong Kong Ballroom Dancing Council Limited	50
75	Xianggang Putonghua Yanxishe	48
76	Union of Hong Kong Electrical and Mechanical Engineering Assistants	35
77	The Hong Kong School of Motoring Limited	30
78	Hong Kong Air-Conditioning and Refrigerating Trades Workers General Union	29
79	Li Fai Centre of Wushu	25
80	Association for Engineering and Medical Volunteer Services	24
81	Hong Kong & Kowloon Restaurant & Cafe Workers General Union Vocational (Day / Night) School	22
82	Occupational Safety and Health Council	20
83	The Hong Kong Marble & Granite Merchants Association, Limited	5
84	Jenny Beauty College	4

Funding<sup>1</sup> allocated to training bodies for the organisation of training courses in 2013-14:

	Training body	Funding (in \$'000)
1	HKCT Group Limited	75,628
2	Vocational Training Council	68,450
3	Christian Action	46,223
4	The Hong Kong Confederation of Trade Unions	38,528
5	The Federation of Hong Kong and Kowloon Labour Unions	32,519
6	New Territories Association Retraining Centre Limited	30,619
7	Caritas - Hong Kong	28,331
8	Hong Kong Young Women's Christian Association	21,592
9	The Hong Kong Federation of Trade Unions	21,037
10	Hong Kong Association for Democracy and People's Livelihood	16,429
11	Hong Kong Employment Development Service Limited	14,722
12	Yan Oi Tong Limited	14,398
13	The Evangelical Lutheran Church of Hongkong	14,044
14	Hong Kong Sheng Kung Hui Lady MacLehose Centre	13,335
15	Heung To College of Professional Studies	13,176
16	St. James' Settlement	12,973
17	KCRA Community Education Enhancement Center Limited	12,213
18	Neighbourhood & Worker's Service Centre	9,771
19	Methodist Centre	9,057
20	Baptist Oi Kwan Social Service	7,100
21	S. K. H. Holy Carpenter Church Community Centre	6,128
22	The Society of Rehabilitation and Crime Prevention, Hong Kong	5,567
23	Vassar International Chinese Medical Society Limited	3,893
24	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	3,365
25	Hong Kong St. John Ambulance	3,352
26	Hong Kong Workers' Health Centre Limited	3,326
27	Hong Kong Red Cross	3,311
28	The Hong Kong Society for Rehabilitation	3,217
29	School of Continuing and Professional Education, City University of Hong Kong	3,163

	Training body	Funding (in \$'000)
30	The Young Men's Christian Association of Hong Kong	3,092
31	Queen Elizabeth Hospital - Hospital Authority	3,029
32	Hong Kong Federation of Women's Centres	2,866
33	The Scout Association of Hong Kong - The Friends of Scouting	2,713
34	Hong Kong Sheng Kung Hui Welfare Council	2,407
35	Hongkong School of Commerce	1,802
36	Leo Hair & Beauty Training Centre	1,751
37	Yang Memorial Methodist Social Service	1,617
38	Princess Margaret Hospital	1,248
39	Royal International College	1,113
40	College of Nursing, Hong Kong	1,113
41	The Industrial Evangelistic Fellowship Limited	1,024
42	Kwai Chung Hospital - Hospital Authority	999
43	YMCA College of Careers	917
44	Hong Kong Association of Gerontology	896
45	The Hong Kong Federation of Youth Groups	805
46	Aberdeen Kai-fong Welfare Association Limited	765
47	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	675
48	Hong Kong Federation of Handicapped Youth	659
49	Hong Kong Travel & Tourism Training Centre Limited	612
50	Hong Kong Manpower Development Centre Limited	542
51	OIWA Limited (known as Hong Kong Outlying Islands Women's Association Limited in 2012-13)	523
52	Knowledge Education Centre	481
53	Clothing Industry Training Authority	428
54	Hong Kong Rehabilitation Power	420
55	School of Continuing and Professional Studies, The Chinese University of Hong Kong	413
56	The Hong Kong Association of Hair Design	399
57	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	371
58	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	308

	Training body	Funding (in \$'000)
59	The Hong Kong School of Motoring Limited	273
60	Hospital & Clinic Nurses Association	248
61	Monita Hair & Beauty Academy	180
62	The Neighbourhood Advice-Action Council	156
63	New Life Psychiatric Rehabilitation Association	138
64	Hong Kong Federation of Women Limited	106
65	Lingnan Institute of Further Education	98
66	Union of Hong Kong Electrical and Mechanical Engineering Assistants	94
67	Eating Establishment Employees General Union	90
68	Hong Kong Electrical & Mechanical College (Evening School)	89
69	Travel Industry Council of Hong Kong	85
70	Reach Profession Training Skills Development Centre	65
71	Electronic Communication Technical Staff Union	53
72	Xianggang Putonghua Yanxishe	52
73	Advanced Printing Technology Centre Limited	50
74	The Hong Kong Marble & Granite Merchants Association, Limited	42
75	New Home Association Limited	36
76	Li Fai Centre of Wushu	28
77	The Mental Health Association of Hong Kong	25
78	Hong Kong Association of Registered Tour Co-ordinators Limited	23
79	Occupational Safety and Health Council	6
80	Jenny Beauty College	1

<sup>1</sup> The figures are estimated as at mid March 2014

**CONTROLLING OFFICER'S REPLY**

**LWB(L)128**

**(Question Serial No. 2650)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Social Welfare, (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 35):

Due to the structural uniformity of Hong Kong's industries, any volatility in the property market or external economic environment will be a potential drag on our economic performance and employment market despite the current low level of unemployment rate. By then the sandwich and middle classes will be the most hard-hit. In this regard, please advise this Committee of whether the Administration will look into the setting up of a "loan fund for occupation switching" in future to assist eligible unemployed persons in receiving further education, becoming self-employed persons or starting up businesses. If so, what are the details? How much manpower and resources are required? If not, what are the reasons?

Asked by: Hon. LEUNG Mei-fun, Priscilla

Reply:

Efforts are and will continue to be made on different fronts to help unemployed persons to pursue further education, retraining, self-employment or start-up business as outlined in the following paragraphs.

On training and retraining services, 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 or change career. The Vocational Training Council in parallel provides training to those persons seeking to pursue vocational training.

To assist young people aged 18 to 29 to pursue self-employment, the Labour Department provides training and support services through two Youth Employment Resource Centres for this purpose.

In June 2012, the Hong Kong Mortgage Corporation Limited launched the Microfinance Scheme, including a "Micro Business Start-up Loan" and a "Self-employment Loan", which aims to assist the public who may wish to start their own business but cannot do so due to lack of financial means or difficulties in obtaining loans from traditional finance sources. The maximum loan amount of each "Micro Business Start-up Loan" and "Self-employment Loan" is \$300,000 and \$200,000 respectively.

We do not see the need for setting up a separate "loan fund for occupation switching".



**CONTROLLING OFFICER'S REPLY****(Question Serial No. 3293)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (-) Not Specified

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 79):

- (1) The Administration has established the Continuing Education Fund (CEF) to encourage lifelong learning. However, it is noted that there has been confusions in the courses offered and fees charged by course providers, including local post-secondary institutions, private organisations and even schools without formal registration. Does the Administration have any plan to enhance the monitoring measures? What was the number of complaints relating to CEF courses in 2013-14? Will the Administration assess the existing manpower resources and work?
- (2) It is stated in the existing system of the CEF that "learners completing a reimbursable course or certain modules of the course may apply for tuition fee reimbursement". However, for most course providers, learners are required to complete the whole course. Will the Administration review the existing system and monitor participating course providers to ensure compliance with the requirements of the system?
- (3) Does the Administration have any plan to extend the CEF to cover more sectors and skill domains, such as the information and communication technology sector, which has a keen demand for manpower, so that the public can enrol in relevant courses? If no, what are the reasons?

Asked by: Hon. MOK Charles Peter

Reply:

The information sought is provided as follows -

- (1) The Administration has put in place a series of measures to monitor the operation of CEF course providers. All new courses are required to undergo a formal accreditation exercise and be uploaded onto the Qualifications Register before they can be registered under CEF. Course providers are 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. Regular and surprise inspections are conducted by OCEF to ensure that CEF courses are operated in full compliance with the CEF terms and conditions.

In respect of tuition fees of CEF courses, clauses have been included in the CEF terms and conditions to safeguard the interests of learners. For example, course providers are not allowed to provide free gift, discount, rebates or any other concession or financial inducements to the participants of CEF courses and tuition fees of CEF courses must be collected by equal monthly instalments, etc.

A written warning is issued to each of the course provider if any non-compliance with the CEF terms and conditions is detected. Further, if the breach is serious or repetitive in nature, the Labour and Welfare Bureau, on recommendation of OCEF, will consider de-registering the concerned course(s) from the list of CEF reimbursable courses. In case of any suspected criminal activities, OCEF will refer the case to the relevant law enforcement agencies for follow-up action.

In 2013-14 (as at 31 January 2014), OCEF received a total of seven complaints against the CEF courses. Among these complaints, two of them were found to be substantiated. OCEF issued warning letters to the two concerned course providers and requested for immediate rectification. As a follow-up action, OCEF closely monitored the operation of these two course providers to ensure that improvement measures were in place. For the other five cases, two were caused by misunderstanding between the complainants and the course providers. These cases had been settled after the mediation of OCEF. The remaining three cases were found to be not substantiated and hence no follow-up action was required. The Administration reviews the operation of CEF and the manpower requirement from time to time.

- (2) Course providers may apply to register a course, or a module of a programme, as a CEF reimbursable course. As stipulated in the CEF application guidance notes, eligible applicants will obtain CEF subsidy on successful completion of a CEF reimbursable course, which may either be a full course or a module of a programme depending on the course's registration.

As mentioned in part (1) above, inspections are conducted by OCEF to ensure that course providers fully comply with the terms and conditions in operating CEF courses. OCEF also investigates in complaints received.

- (3) At present, courses that fall within eight specified economic sectors/skill domains (which are business services, creative industries, design, financial services, interpersonal and intrapersonal skills for the workplace, languages, logistics and tourism) may be registered under CEF. Any courses designed in accordance with the Specifications of Competency Standards (SCS) of various industries (including the information and communication technology industry) under the Qualifications Framework may also be eligible for registration under CEF even if they do not fall within the above eight domains. The SCS courses cover a wide spectrum of industries. There is at present no plan to extend the coverage of CEF.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)130**

**(Question Serial No. 0532)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (-) Not Specified

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 1):

1. The 2014-15 estimate for the Vocational Training Council (Vocational Training) is the same as the 2013-14 revised estimate. However, the number of trainee places and trainee hours provided in the 2014-15 estimate for vocational training are greater than those in the 2013-14 revised estimate. As such, how can the Administration ensure that the estimated expenditure for vocational training in the 2014-15 Budget can cope with the increase in trainee places and trainee hours?
2. The completion rate of vocational training has decreased from 98% in 2012-13 to 95% in the 2013-14 revised estimate and the 2014-15 estimate. What are the reasons for such a decrease?

Asked by: Hon. POON Siu-ping

Reply:

1. The increases in the estimated number of trainee places and trainee hours in 2014-15 are mainly due to the increase in collaborative and market-driven programmes jointly run by VTC and its professional/industry partners on a self-financing basis. No additional provision in subvention will be required for these programmes.
2. The completion rate in the 2013/14 revised estimate and in the 2014/15 estimate is 95%, which was set after having made reference to the average actual performance of the programmes concerned in the past 5 years. The actual completion rate for 2012/13 was 98%. The actual completion rates for 2013/14 and 2014/15 will be available at around October 2014 and October 2015 respectively.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)131**

**(Question Serial No. 2711)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Manpower Development  
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 42):

As regards manpower development:

- (1) The Government has highlighted the importance of future manpower to economic development. However, in the 2014-15 Estimates, the estimated expenditure for manpower development has decreased by 10% to some \$31 million as compared with 2013-14. What are the reasons for the decrease? Does it involve any deletion of posts? If yes, what are the number and rank of the posts involved?
- (2) In 2014-15, the Employees Retraining Board will offer 130 000 training places and services for those aged 15 or above with education attainment at sub-degree level or below. Resources have also been reserved to provide an additional 40 000 places. In this connection, has the Administration assessed whether the provision under this Programme is sufficient to meet the demand? If yes, what are the findings of the assessment and the details of the resources allocated for each programme, including the respective provision and manpower? If no, what are the reasons? Has the Administration put in place any measures to cope with the possible shortage of resources?

Asked by: Hon. TSE Wai-chuen, Tony

Reply:

The information sought is provided as follows –

- (1) The estimate of the financial provision for Programme (4): Manpower Development is about \$31.1 million in 2014-15, which is about \$3.7 million lower than the original estimate of about \$34.8 million in 2013-14. The difference is mainly due to decreases in the estimated expenditure of the departmental expenses (about \$3.4 million) and other administrative expenses. No deletion of post is involved.
- (2) Under Programme (4): Manpower Development of Head 141, the Labour and Welfare Bureau oversees, inter alia, the work of the Employees Retraining Board (ERB). In 2014-15, ERB is not funded by the General Revenue Account. Its resources are therefore not provided for under this Programme, nor other Heads in the Estimates. To provide ERB with long-term funding support, the Financial Secretary proposed in the 2013-14 Budget, and the Finance Committee of the Legislative Council approved at its meeting held on 24 January 2014, the injection of \$15 billion into ERB. ERB is expected to fund its services and operations mainly with the investment income from this injection.

The overall expenditure of ERB for the planned provision of 130 000 training places in 2014-15 is estimated to be \$845 million. The breakdown of the estimated expenditure is as follows:

Item	Estimated expenditure (\$ million)
Training expenses	572
Retraining allowances	58
Three ERB service centres, Practical Skills Training and Assessment Centre, course quality assurance programmes, promotion and publicity programmes, etc.	78
Administrative expenses	100
Other expenses (i.e. IT systems and depreciation)	25
Non-recurrent expenses (i.e. revamp of ERB website and contingency)	12
Total	845

Resources have been reserved to provide an additional 40 000 places to meet potential demand from the employment market. However, the actual number of training places to be utilised in 2014-15 will depend on the market demand, local and overseas economic situations and personal preference of the trainees etc. The number of training places utilised in 2010-11, 2011-12 and 2013-13 were about 111 000, 116 000 and 123 000 respectively. If the training places planned for 2014-15 are not fully utilised within that financial year, the expenditure in 2014-15 will accordingly be reduced.

In 2014-15, the establishment of ERB is 205.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)132**

**(Question Serial No. 2718)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (-) Not Specified

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 50):

The Administration states that the vocational assessment services will be further expanded to better support Hong Kong's manpower development and improve the skills standards of industries, and that extension of the coverage of the scope of the pilot traineeship scheme for the service industries will be explored in 2014-15. However, the provision involved is the same as the revised estimate for 2013-14. How will the Council expand the vocational assessment services? What areas will be covered and what is the concrete plan? How will the coverage of the scope of the pilot traineeship scheme for the service industries be extended? What are the expenditure and manpower arrangement involved in the above two plans?

Asked by: Hon. TSE Wai-chuen, Tony

Reply:

The Vocational Training Council (VTC) plans to extend the vocational assessment (VA) services to cover the arboriculture, elderly care services, printing, and automobile industries in 2014 and 2015. The VA system is run on a self-financing basis. In 2014-15, the total estimated annual expenditure for operating VA and conducting the assessments is around \$9.4 million and 16 staff will be required.

VTC is planning to extend the pilot traineeship scheme (the Scheme) to the retail and elderly care services industries in 2014-15. VTC is now finalising the training contents and validation of the programmes under the Qualifications Framework as well as preparing for the related publicity efforts. VTC plans to commence the training for these two industries in June 2014. In 2014-15, the total estimated expenditure for the Scheme as a whole is about \$19.5 million and about 37 staff will be required. VTC will explore the need to extend the Scheme to other services industries as and when appropriate.

**CONTROLLING OFFICER'S REPLY****LWB(L)133****(Question Serial No. 2050)**

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 (Ms. Nancy SO)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 3.05):

Would the Administration provide this Committee with the following information –

- the respective number of applicants for the Continuing Education Fund (CEF), the total amount of fund disbursed and the average amount of fund disbursed for each application in the past five years;
- the number of Hong Kong residents who have successfully applied for CEF since the establishment of CEF and their age distribution; and
- the respective percentages of successful applications for CEF in the past five years.

Asked by: Hon. LEUNG, Kenneth

Reply:

The information sought is provided as follows –

- The number of applicants, total amount disbursed and average amount disbursed per successful application under CEF in the past five years (i.e. from 2009-10 to 2013-14) are given as follows –

	Year				
	2009-10	2010-11	2011-12	2012-13	2013-14 (up to 31 January 2014)
Number of applicants	55 696	46 292	42 638	40 673	30 156
Total amount of fund disbursed (\$ million)	352.6	322.0	247.4	218.0	167.2
Average amount of fund disbursed for each successful application (\$)	6,554	7,017	7,212	7,352	7,556

- (b) From the establishment of CEF in June 2002 to 31 January 2014, the Office of the Continuing Education Fund received 715 139 CEF applications, of which 660 723 were approved. The distribution of the 715 139 applicants by age group is given as follows –

	Age group <sup>Note</sup>					Total
	18 - 29	30 - 39	40 - 49	50 - 65	<18 or >65	
Number of applicants (% against the total)	416 719 (58.3)	181 798 (25.4)	89 669 (12.5)	25 700 (3.6)	1 253 (0.2)	715 139

Note : Hong Kong residents aged between 18 and 65 are eligible to apply for CEF subsidy.

- (c) The percentages of successful applications for CEF in the past five years (i.e. from 2009-10 to 2013-14) are given as follows –

	Year				
	2009-10	2010-11	2011-12	2012-13	2013-14 (up to 31 January 2014)
Percentages of successful applications	91.2	91.0	90.8	90.0	90.8



**CONTROLLING OFFICER'S REPLY****LWB(L)134****(Question Serial No. 1771)**

**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 (Ms. Nancy SO)

**Director of Bureau:** Secretary for Labour and Welfare

**Question (Member Question No. 60):**

Regarding the Office of the Continuing Education Fund (OCEF), will the Administration advise this Committee the number of staff deployed to conduct surprise inspections, the number of surprise inspections conducted, the list of course providers inspected and the manpower expenditure incurred over the past 3 years. Among the inspections conducted, how many cases were found in breach of the terms and conditions of the Continuing Education Fund (CEF), what follow-up actions were taken by the Administration, and how many cases were required for formal investigation by the law enforcement agencies.

**Asked by:** Hon. SIN Chung-kai

**Reply:**

Information concerning the surprise inspections on course providers conducted by OCEF in the past 3 years including the number of staff deployed, the number of inspections conducted, the number of course providers involved and the manpower expenditure incurred is provided as follows –

	Year		
	2011-12	2012-13	2013-14 (up to 31 January 2014)
Number of staff deployed	4	4	4
Number of inspections conducted	252	252	218
Number of course providers involved	90	101	98
Manpower expenditure incurred (\$ million)	0.98	1.04	0.88

The course providers inspected by OCEF are listed at Annex.

Among the surprise inspections conducted, OCEF found that 56, 54 and 61 cases were in breach of the terms and conditions of CEF in 2011-12, 2012-13 and 2013-14 (up to 31 January 2014) respectively. The non-compliance was not serious in nature (for example, improper record keeping and miscalculation of marks) and no element of fraud was observed. While OCEF issued warnings to all the course providers concerned, none of the cases required referral to the law enforcement agencies for formal investigation.

## 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
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

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	Name of Institution
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
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
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**

	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
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 CONFEDERATION OF TRADE UNIONS - TRAINING CENTRE
34	HONG KONG DYNAMICS DESIGN
35	HONG KONG ECOTOURISM & TRAVELS PROFESSIONAL TRAINING CENTRE
36	HONG KONG FILM ACADEMY LTD
37	HONG KONG INSTITUTE OF BUSINESS ADMINISTRATION
38	HONG KONG INSTITUTE OF LANGUAGES
39	HONG KONG INSTITUTE OF PROFESSIONAL STUDIES
40	HONG KONG MANAGEMENT ASSOCIATION COLLEGE OF FURTHER EDUCATION
41	HONG KONG NEURO-LINGUISTIC PROGRAMMING CENTRE
42	HONG KONG PRODUCTIVITY COUNCIL
43	HONG KONG PROFESSIONAL PUTONGHUA SCHOOL
44	HONG KONG SCHOOL OF COMMERCE
45	HONG KONG SCHOOL OF DESIGN
46	HONG KONG SOCIAL ENTERPRISE
47	HONG KONG TRAVEL AND TOURISM TRAINING CENTRE LTD
48	HOPKINS EDUCATION CENTER

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	Name of Institution
49	HORNINGTON SCHOOL
50	INFORMATICS EDUCATION (HK) LIMITED
51	INSTITUTE FOR LEADERSHIP AND POTENTIAL DEVELOPMENT (HONG KONG) LIMITED
52	INTER-PRO BEAUTY ARCHITECT SCHOOL LIMITED
53	I-TOTALSECURITY CONSULTING LIMITED
54	JENNY BEAUTY COLLEGE
55	KAPLAN FINANCIAL (HK) LIMITED
56	KAPLAN HIGHER EDUCATION (HK) LIMITED
57	KAPLAN LANGUAGE CENTRE
58	KORNERSTONE LIMITED
59	LEO HAIR & BEAUTY TRAINING CENTRE
60	LIFE ENRICH LIMITED
61	MAGNA EDUCATION CENTER (KOWLOON)
62	MARIA COLLEGE
63	MAX EDUCATION CENTRE
64	METHODIST EDUCATION CENTRE
65	MIDLAND UNIVERSITY LIMITED
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 & STRATEGY LTD
75	PROFESSIONAL TRAINING ASSOCIATION
76	RDI MANAGEMENT LEARNING LTD
77	ROYAL BRISBANE INTERNATIONAL COLLEGE (HONG KONG)
78	ROYAL INTERNATIONAL COLLEGE
79	SARA BEATTIE COLLEGE
80	SGS HONG KONG LTD
81	SHINE RAINBOW MARKETING LIMITED
82	SINO COLLEGE
83	SINO INSTITUTE OF CONTINUING EDUCATION LIMITED
84	SIX SIGMA INSTITUTE LTD
85	SOHO LIFE ENGLISH TRAINING CENTRE
86	ST JAMES' SETTLEMENT CONTINUED EDUCATION CENTER
87	STAR CHEF MANAGEMENT SCHOOL
88	THE HONG KONG ASSOCIATION OF HAIR DESIGN
89	THE HONG KONG FEDERATION OF TRADE UNIONS OCCUPATIONAL RETRAINING CENTER LIMITED
90	THE HONG KONG FEDERATION OF YOUTH GROUPS CONTINUOUS LEARNING CENTRE
91	THE HONG KONG MANAGEMENT ASSOCIATION

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	Name of Institution
92	THE LIFE UNDERWRITERS ASSOCIATION OF HONG KONG LIMITED
93	TOA LANGUAGE AND CULTURE SCHOOL
94	TODAIMAE LANGUAGE CENTRE
95	TOKYO UNIVERSE LANGUAGE EDUCATION CENTRE
96	TQM CONSULTANTS CO. LTD
97	UNISOFT EDUCATION CENTRE
98	WELKIN COMPUTER TRAINING
99	XIANGGANG PUTONGHUA YANXISHE
100	YMCA COLLEGE OF CAREERS
101	YMCA COLLEGE OF CONTINUING EDUCATION

**List of course providers inspected by the Office of the Continuing Education Fund in 2013-14  
(as at 31 January 2014)**

	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	ASIA PROFESSIONAL TRAINING INSTITUTE LIMITED
8	ASSOCIATION OF MANAGEMENT ACADEMICS LIMITED
9	ASTON INSTITUTE
10	BRIGHTEN YOUTH EDUCATION CENTRE
11	CATCH COMMUNICATION LTD
12	CITY COLLEGE
13	CLOTHING INDUSTRY TRAINING AUTHORITY
14	COMPUTER POWER EDUCATION CENTER
15	ENGLISHTOWN (HONG KONG) LIMITED
16	FACTORPLUS INTERNATIONAL ACADEMY
17	FARIDA HAIR & BEAUTY EDUCATION CENTRE
18	FINANCE & ECONOMICS STUDIO
19	FIRST INSTITUTE OF ART AND DESIGN
20	FTMS TRAINING SYSTEMS (HK) LTD
21	FTU EMPLOYMENT DEVELOPMENT SERVICE LTD.
22	GREAT LEARNING EDUCATION CENTRE
23	HKTRAVELER.COM LIMITED
24	HOLMES INSTITUTE HONG KONG
25	HONG KONG ART SCHOOL
26	HONG KONG ASSOCIATION OF REGISTERED TOUR CO-ORDINATORS LIMITED
27	HONG KONG CHINGYING INSTITUTE OF VISUAL ARTS
28	HONG KONG COMMUNICATION ART CENTRE
29	HONG KONG COMPUTER INSTITUTE
30	HONG KONG CONFEDERATION OF TRADE UNIONS - TRAINING CENTRE
31	HONG KONG CUSTOMER SERVICE CONSORTIUM LTD
32	HONG KONG DYNAMICS DESIGN
33	HONG KONG ECOTOURISM & TRAVELS PROFESSIONAL TRAINING CENTRE
34	HONG KONG FEDERATION OF RESTAURANTS AND RELATED TRADES CHARITABLE FOUNDATION LIMITED
35	HONG KONG FILM ACADEMY LTD
36	HONG KONG INSTITUTE OF BUSINESS ADMINISTRATION
37	HONG KONG INSTITUTE OF PROFESSIONAL STUDIES
38	HONG KONG JEWELRY MANUFACTURERS' ASSOCIATION
39	HONG KONG MANAGEMENT ASSOCIATION COLLEGE OF FURTHER EDUCATION
40	HONG KONG NEURO-LINGUISTIC PROGRAMMING CENTRE
41	HONG KONG PRODUCTIVITY COUNCIL
42	HONG KONG PROFESSIONAL PUTONGHUA SCHOOL
43	HONG KONG SCHOOL OF COMMERCE
44	HONG KONG SCHOOL OF DESIGN
45	HONG KONG SECURITIES AND INVESTMENT INSTITUTE
46	HONG KONG SOCIAL ENTERPRISE

/...cont'

	Name of Institution
47	HONG KONG TRAVEL AND TOURISM TRAINING CENTRE LTD
48	HOPKINS EDUCATION CENTER
49	HORNINGTON SCHOOL
50	IN LEARNING CENTRE
51	INFORMATICS EDUCATION (HK) LIMITED
52	INSTITUTE FOR LEADERSHIP AND POTENTIAL DEVELOPMENT (HONG KONG) LIMITED
53	INTEGRAL SPIRITUAL PSYCHOLOGY TRAINING INSTITUTE LIMITED
54	INTERACTIVE EDUCATION (HK) LIMITED
55	INTER-PRO BEAUTY ARCHITECT SCHOOL LIMITED
56	JENNY BEAUTY COLLEGE
57	KAPLAN FINANCIAL (HK) LIMITED
58	KAPLAN HIGHER EDUCATION (HK) LIMITED
59	KAPLAN LANGUAGE CENTRE
60	KORNERSTONE LIMITED
61	LEO HAIR & BEAUTY TRAINING CENTRE
62	MARIA COLLEGE
63	MIDLAND UNIVERSITY LIMITED
64	MODA
65	MONITA ACADEMY
66	NIKKEI JAPANESE LANGUAGE SCHOOL
67	OCCUPATIONAL SAFETY & HEALTH MANAGEMENT INSTITUTE
68	PASONA EDUCATION CO LIMITED
69	PETER F. DRUCKER ACADEMY LIMITED
70	PRIME ENGLISH LEARNING CENTRE
71	PROFESSIONAL TRAINING ASSOCIATION
72	RDI MANAGEMENT LEARNING LTD
73	REACHFUTURE
74	ROYAL BRISBANE INTERNATIONAL COLLEGE (HONG KONG)
75	ROYAL INTERNATIONAL COLLEGE
76	SAP HONG KONG CO LTD
77	SARA BEATTIE COLLEGE
78	SCOUT ASSOCIATION OF HONG KONG - EDUCATION CENTRE
79	SGS HONG KONG LTD
80	SHINE RAINBOW MARKETING LIMITED
81	SINO COLLEGE
82	SINO INSTITUTE OF CONTINUING EDUCATION LIMITED
83	SIX SIGMA INSTITUTE LTD
84	ST JAMES' SETTLEMENT CONTINUED EDUCATION CENTER
85	STAR CHEF MANAGEMENT SCHOOL
86	THE ASSOCIATION OF ELECTRICAL AND MECHANICAL ENGINEERING (HONG KONG) LIMITED
87	THE HONG KONG ASSOCIATION OF HAIR DESIGN
88	THE HONG KONG FEDERATION OF YOUTH GROUPS CONTINUOUS LEARNING CENTRE
89	THE HONG KONG MANAGEMENT ASSOCIATION
90	THE INVESTOPEDIA INSTITUTE OF HONG KONG LIMITED
91	THE LIFE UNDERWRITERS ASSOCIATION OF HONG KONG LIMITED
92	TOA LANGUAGE AND CULTURE SCHOOL
93	TOKYO UNIVERSE LANGUAGE EDUCATION CENTRE
94	TQM CONSULTANTS CO. LTD
95	UNISOFT EDUCATION CENTRE
96	WELKIN COMPUTER TRAINING
97	YMCA COLLEGE OF CAREERS
98	YMCA COLLEGE OF CONTINUING EDUCATION



**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 4309)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (1) Labour Relations  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 53):

In 2014-15, the Administration plans to promote family-friendly employment practices (FFEP) in collaboration with industry-based Tripartite Committees. In this connection, would the Government advise this Committee on the following:

- (a) How are industry-based Tripartite Committees established? What is the number of representatives from various sides?
- (b) What are the specific details of promoting family-friendly employment practices in collaboration with industry-based Tripartite Committees? What is the expenditure involved?

Asked by: Hon. CHAN Yuen-han

Reply:

The information sought is provided as follows:

- (a) To promote tripartite dialogue and co-operation at the industry level with a view to fostering harmonious labour relations, nine industry-based Tripartite Committees have been set up in the catering, construction, theatre, logistics, property management, printing, hotel and tourism, cement and concrete as well as retail industries. Convened by officials of the Labour Department (LD), representatives from major employers' associations, trade unions, prominent employers and professional bodies meet regularly and discuss issues of common concern in their respective industries. As at March 2014, 56 trade unions and 46 employers' associations have representatives in these nine Tripartite Committees. Representatives from prominent employers and professional bodies in the industries also join the meetings from time to time.
- (b) In 2014-15, LD plans to promote FFEP in collaboration with the industry-based Tripartite Committees through deliberating and sharing effective means to implement practices that suit the operational circumstances of individual industry. Briefings by exemplary employers will also be arranged to share their successful experience in putting in place such enlightened practices so as to help cultivate a family-friendly employment culture and working environment in various industries. Promotion of good people management measures in various industries is an integral part of our efforts in promoting harmonious labour relations. LD does not have a separate breakdown of expenditure for organising the related activities.

**CONTROLLING OFFICER'S REPLY****LWB(L)136****(Question Serial No. 4329)**

Head: (90) Labour Department

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

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 61):

Regarding the loan guarantee scheme for Severe Acute Respiratory Syndrome (SARS) impacted industries under Item 050, please advise this Committee on:

- (a) the amount of loans granted and the number of applications received under the scheme so far;
- (b) a breakdown by industry of the number and amount of loans granted in the past three years;
- (c) the amount of outstanding loans and the number of claims in respect of default in repayment filed against the Government by the lending institutions as well as the amount involved so far;
- (d) the reasons for the mere expenditure of \$120,000 under the scheme last year, accounting for a very small portion of the approved commitment.

Asked by: Hon. CHAN Yuen-han

Reply:

The information sought is provided as follows:

- (a) & (b) The Loan Guarantee Scheme for Severe Acute Respiratory Syndrome (SARS) Impacted Industries (the Scheme) was set up by the Government in April 2003 to provide 100% guarantee for loans extended by lending institutions to certain industries badly hit by SARS, with the objective of preserving jobs. If a borrower defaulted on repayment, the lending institution would initiate recovery actions against the borrower and may, under the Scheme, claim guarantee payment from the Government. The Government may settle the claims with the lending institutions and then pursue the default loans with the borrowers concerned. A total of 1 559 applications with an aggregate loan amount of \$499,204,781 were approved. A breakdown of these applications by industry is as follows:

Industry	Number of approved applications	Percentage of the total approved applications	Approved loan amounts (\$)
Retailing business	890	57.1%	163,826,041
Restaurant	462	29.6%	267,106,792
Travel agent	151	9.7%	52,685,317
Tourist coach operator	51	3.3%	14,498,996
Hotel/ Guesthouse	4	0.2%	788,000
Karaoke	1	0.1%	299,635
Total	1 559	100%	499,204,781

All loans were made in 2003 and no new loan was granted under the Scheme since then.

- (c) The lending institutions made 162 claims with a total sum of \$31,384,828 for Government's guarantee in respect of the default loans made under the Scheme. As at end-February 2014, a total sum of \$11,369,523 was recovered by the Government. The total amount of outstanding default loans is \$13,666,983 involving 93 cases.
- (d) As there has not been new claim by lending institutions in recent years, LD has only set aside an estimated expenditure of \$120,000 for the purpose of pursuit of default loans in 2013-14.

**CONTROLLING OFFICER'S REPLY****LWB(L)137****(Question Serial No. 3558)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 358):

Please provide a breakdown of labour force figures by monthly working hours (72 hours or less, 73 to 144 hours, 145 to 208 hours, more than 208 hours) and their respective percentage share in the overall labour force of Hong Kong in the past five years.

Asked by: Hon. CHEUNG Chiu-hung, Fernando

Reply:

The labour force comprises the employed population and the unemployed population. For the latter, no information on hours of work is available. The distribution of employed persons by hours of work during the seven days before enumeration in 2008 to 2012 is shown below:

Hours of work during the seven days before enumeration	Employed Persons									
	2008		2009		2010		2011		2012	
	No. ('000)	%	No. ('000)	%	No. ('000)	%	No. ('000)	%	No. ('000)	%
18 or less	183.9	5	205.2	6	179.0	5	197.2	6	228.8	6
19 – 36	496.5	14	479.9	14	349.6	10	475.7	13	490.3	13
37 – 52	1 810.1	52	1 802.7	52	1 893.9	55	1 896.3	53	1 946.7	53
53 or above	1 018.7	29	979.8	28	1 051.7	30	1 007.2	28	994.9	27
Overall	3 509.1	100	3 467.6	100	3 474.1	100	3 576.4	100	3 660.7	100
Note: There may be a slight discrepancy between the sum of individual figures and the respective total owing to rounding.										

The above statistics are compiled based on data of the General Household Survey conducted by the Census and Statistics Department. No information on working hours in a month is collected in the General Household Survey.

**CONTROLLING OFFICER'S REPLY****LWB(L)138****(Question Serial No. 4225)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 117):

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:

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, the Labour Department (LD) enhanced and integrated YWETS with the Youth Pre-employment Training Programme (YPTP) to become a “through-train” programme - the Youth Employment and Training Programme (YETP). YETP offers 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 training allowance granted to employers, reimbursement of course and examination fee granted to trainees, and case management and training fees granted to training bodies from 2009-10 to 2013-14 are set out as follows:

	2009-10	2010-11	2011-12	2012-13	2013-14 (up to end February 2014)
On-the-job training allowance granted to employers	\$32.4 million	\$40.6 million	\$38.9 million	30.4 million	28.5 million
Reimbursement of course and examination fees granted to trainees	\$0.7 million	\$0.7 million	\$0.7 million	0.3 million	0.2 million
Case management service fees and pre-employment training course fees granted to training bodies	\$38.6 million	\$36.9 million	\$23.4 million	21.0 million	18.6 million

For employers providing on-the-job training to trainees of YETP, they are entitled to a maximum monthly training allowance of \$3,000 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,

LD does not have information on the unit cost of case management service and pre-employment training per person.

**CONTROLLING OFFICER'S REPLY****LWB(L)139****(Question Serial No. 4806)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 118):

Regarding the Employment Programme for the Middle-aged (EPM), please provide the following figures in each year since its implementation:

- (a) the amount of allowance granted to employers and the number of cases (with a breakdown by industry);
- (b) the administrative cost incurred;

Has the Labour Department (LD) reviewed the effectiveness of EPM?

Asked by: Hon. CHEUNG Chiu-hung, Fernando

Reply:

The information sought is provided as follows:

- (a) EPM was launched in May 2003 to encourage employers to engage unemployed job seekers aged 40 or above in a full-time permanent job and provide the job seekers with on-the-job training. The amount of training allowance granted for each financial year since the inception of EPM in 2003-04 is provided below:

<b>Year</b>	<b>Amount (\$ million)</b>
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	2.5
2013-14 (up to end of February)	3.2

LD does 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	2013
Real estate and business services	2 510	2 014	1 383	884	926	676	540	579
Community, social and personal services	2 234	1 902	1 243	557	503	463	497	468
Manufacturing	1 210	1 204	868	499	494	403	318	275
Wholesale and retail	801	701	557	494	454	347	296	400
Import and export trades	639	539	473	422	437	316	184	142
Restaurant and hotel	558	530	471	303	284	168	155	317
Construction	501	505	312	241	189	100	135	72
Transport, storage and communications	285	253	311	181	186	85	91	102
Others	996	834	637	426	457	276	284	207
<b>Total</b>	<b>9 734</b>	<b>8 482</b>	<b>6 255</b>	<b>4 007</b>	<b>3 930</b>	<b>2 834</b>	<b>2 500</b>	<b>2 562</b>

- (b) EPM is implemented by staff of various job centres among their other duties. The manpower and administration costs involved cannot be separately identified.

LD conducts retention surveys regularly to comprehend the retention status of job seekers placed into employment under EPM. According to a recent retention survey conducted in August 2013, about 77% of the cases were able to achieve a retention period of four months or above and 62% stayed in employment for six months or more.



**CONTROLLING OFFICER'S REPLY**

**LWB(L)140**

**(Question Serial No. 4833)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 245):

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 the 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 (LD) 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. LD did not have information on their household size, monthly household income, number of working members of the household and number of dependants. LD did not keep 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.

TSS ceased receiving applications and was replaced by the territory-wide WITS Scheme in October 2011. For WITS Scheme, breakdowns of approved household-based applications by household size and monthly household income (such information not available for individual-based applications) and breakdowns of all approved applications by residential district and asset amount are set out at Annex 2. LD has not kept statistics on the number of working members of the household and type of housing of the applicants, and has no information on their number of dependants.

No. of Approved Cases under  
Transport Support Scheme

## Breakdown by residential district

District	No. of approved cases						
	2007 (from June)	2008	2009	2010	2011	2012	2013#
Tuen Mun	1 325	8 372	11 773	5 743	2 217	484	32
Yuen Long	1 491	8 843	12 180	6 597	3 100	716	37
North	415	2 509	3 757	1 976	825	188	13
Islands	285	1 369	1 882	1 029	520	135	15
Total*	3 516	21 093	29 592	15 345	6 662	1 523	97

## Breakdown by asset amount

Asset amount	No. of approved cases						
	2007 (from June)	2008	2009	2010	2011	2012	2013#
\$10,000 or below	2 603	13 426	18 614	9 925	4 393	980	61
Above \$10,000 - \$30,000	673	5 556	8 008	4 111	1 781	436	30
Above \$30,000 - \$44,000	240	2 111	2 970	1 309	488	107	6
Total*	3 516	21 093	29 592	15 345	6 662	1 523	97

\* 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.

# The qualifying period of the last TSS applicant admitted expired in November 2013 and all claims for transport subsidy under TSS were processed.

No. of Approved Applications under  
Work Incentive Transport Subsidy Scheme

(a) Household-based applications

## Breakdown by household size

Household size	No. of approved household-based applications		
	2011 (from October)	2012	2013
1 person	904	4 299	3 686
2 persons	2 993	13 785	13 875
3 persons	2 978	13 432	13 046
4 persons	2 220	10 562	10 437
5 persons	530	2 604	2 562
6 persons or above	151	819	846
Total	9 776	45 501	44 452

## Breakdown by monthly household income

Average monthly household income	No. of approved household-based applications		
	2011 (from October)	2012	2013
\$6,000 or below	1 968	7 849	5 359
Above \$6,000 - \$8,000	2 291	9 872	8 027
Above \$8,000 - \$10,000	2 681	11 739	10 400
Above \$10,000 - \$12,000	1 921	9 474	9 705
Above \$12,000 - \$14,000	832	5 156	7 115
Above \$14,000 - \$16,000	83	1 199	3 266
Above \$16,000 - \$18,000	0	166	547
Above \$18,000	0	46	33
Total	9 776	45 501	44 452

(b) All applications

## Breakdown by residential district

District Council district	No. of approved applications		
	2011 (from October)	2012	2013
Central & Western	58	298	429
Eastern	352	1 677	2 246
Southern	179	855	1 093
Wan Chai	37	180	219
Kowloon City	291	1 594	2 127
Kwun Tong	1 360	6 740	8 990
Sham Shui Po	771	3 387	5 001
Wong Tai Sin	691	3 242	4 467
Yau Tsim Mong	181	1 052	1 562
Islands	284	1 249	1 506
Kwai Tsing	1 081	4 758	6 460
North	511	2 287	3 377
Sai Kung	343	1 682	2 278
Sha Tin	666	3 110	4 321
Tai Po	268	1 168	1 707
Tsuen Wan	273	1 270	1 774
Tuen Mun	1 118	4 894	7 207
Yuen Long	1 281	5 838	8 179
Outside Hong Kong	31	220	317
Total	9 776	45 501	63 260

## Breakdown by asset amount

Average monthly asset amount*	No. of approved applications		
	2011 (from October)	2012	2013
\$10,000 or below	3 505	14 722	21 199
Above \$10,000 - \$30,000	2 384	10 022	13 934
Above \$30,000 - \$50,000	1 227	6 109	8 485
Above \$50,000 - \$70,000	664	3 873	6 015
Above \$70,000 - \$90,000	409	2 520	3 281
Above \$90,000 - \$110,000	178	1 351	2 010
Above \$110,000 - \$130,000	90	747	1 299
Above \$130,000 - \$150,000	32	330	901
Above \$150,000 - \$170,000	13	173	529
Above \$170,000 - \$190,000	7	98	330
Above \$190,000	0	55	230
Others#	1 267	5 501	5 047
Total	9 776	45 501	63 260

\* This refers to household asset for household-based applications and the applicant's asset for individual-based applications.

# This refers to recipients of Comprehensive Social Security Assistance who were not required to provide asset proof.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)141**

**(Question Serial No. 4834)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 246):

Please provide a breakdown, by length of residence in Hong Kong, industry, occupation, working hours, hourly wage, monthly salary, mode of employment and the number of jobs engaged in the same application period of the applicants, of the accumulated numbers of cases of the Transport Support Scheme (TSS) and the 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 (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. LD did not have information on the applicants' length of residence in Hong Kong and their mode of employment and did not keep statistics on their industry, occupation, working hours, hourly wage and number of jobs engaged in 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 by industry, occupation, working hours, monthly salary, mode of employment and number of jobs engaged in the same application period are set out at Annex 2. LD has no information on the applicants' length of residence in Hong Kong and has not kept statistics on their hourly wage.

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
Above \$2,000 - \$4,000	1 069	3 236	1 990	1 030	465
Above \$4,000 - \$6,500	2 982	16 287	7 843	3 806	1 252
Above \$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 (gross applicant count) with breakdowns  
by **industry, occupation, working hours, monthly salary, mode of employment and  
number of jobs engaged in the same application period**

Breakdown by industry

Industry	No. of applicants (gross applicant count)		
	2011 (from October)	2012	2013
Manufacturing	1 563	3 416	4 120
Construction	1 279	2 913	2 748
Import/export trade, wholesale and retail	3 163	8 025	9 403
Accommodation and food services	4 338	10 517	11 833
Transportation, storage, postal and courier services, information and communications	2 208	5 582	5 974
Financing, insurance, real estate, professional and business services	6 951	17 988	26 173
Public administration, social and personal services	3 806	8 738	10 781
Others	376	716	1 122
Information not provided by applicant	120	449	255
Total	23 804	58 344	72 409

Breakdown by occupation

Occupation	No. of applicants (gross applicant count)		
	2011 (from October)	2012	2013
Professionals	295	717	884
Associate professionals	768	2 187	2 522
Clerks	2 682	7 192	9 612
Service workers and shop sales workers	6 012	14 639	17 173
Elementary occupations	11 482	28 158	35 541
Craft and related workers	1 263	2 465	2 689
Plant and machine operators and assemblers	512	1 038	1 257
Others	671	1 512	2 467
Information not provided by applicant	119	436	264
Total	23 804	58 344	72 409

Breakdown by working hours

Average monthly working hours	No. of applicants (gross applicant count)		
	2011 (from October)	2012	2013
Less than 36 hours	486	1 532	1 074
36 hours to less than 72 hours	1 005	2 581	3 058
72 hours or more	22 072	53 277	67 477
Information not provided by applicant	241	954	800
Total	23 804	58 344	72 409

Breakdown by monthly salary

Average monthly salary	No. of applicants (gross applicant count)		
	2011 (from October)	2012	2013
\$6,500 or below	9 269	20 855	25 417
Above \$6,500 - \$7,300	2 376	6 800	12 116
Above \$7,300 - \$7,700	1 166	2 693	5 023
Above \$7,700	10 926	27 664	29 557
Information not provided by applicant	67	332	296
Total	23 804	58 344	72 409

Breakdown by **mode of employment**

Mode of employment	No. of applicants (gross applicant count)		
	2011 (from October)	2012	2013
Employed	22 406	55 307	69 514
Self-employed	1 236	2 488	2 513
Information not provided by applicant	162	549	382
Total	23 804	58 344	72 409

Breakdown by number of jobs **engaged in the same application period**

No. of jobs <b>engaged in the same application period</b>	No. of applicants (gross applicant count)		
	2011 (from October)	2012	2013
1	21 302	50 423	63 269
2	1 960	5 679	6 633
3	275	1 117	1 390
4 or above	148	670	791
Information not provided by applicant	119	455	326
Total	23 804	58 344	72 409



## CONTROLLING OFFICER'S REPLY

LWB(L)142

**(Question Serial No. 4835)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 247):

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 numbers of applications, new applications, re-applications and applications withdrawn under TSS are 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 numbers of applications, new applications, re-applications and applications withdrawn under WITS Scheme are 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	Not Applicable	21 768	495
2012	26 809	26 199	53 008	9 277
2013	28 644	39 478	68 122	8 464
Total	77 221	65 677	142 898	18 236

**CONTROLLING OFFICER'S REPLY****(Question Serial No. 4836)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 248):

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 (excluding the staff cost of 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	2013-14 (revised estimate)
TSS	11.9	84.2	97.4	35.0	15.3	1.5	0.1*
WITS Scheme	-	-	-	-	133.0	267.8	409.4

\* The qualifying period of the last TSS applicant admitted expired in November 2013 and all claims for transport subsidy under TSS were processed.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)144**

**(Question Serial No. 4838)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 284):

Regarding employees who work for their employer 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) Both the Labour Department and the Census and Statistics Department do not have the data requested.
- (b) The Administration will continue to review the need in collecting various data from time to time.

**CONTROLLING OFFICER'S REPLY****LWB(L)145****(Question Serial No. 5947)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 313):

According to the reply by the Secretary for Labour and Welfare (SLW) to the question raised by Hon. CHEUNG Kwok-che at the Legislative Council meeting on 13 November 2013, there were 981 Hong Kong residents of Pakistani, Indian, Filipino, Nepalese, Indonesian, Thai and other ethnic origins registered with the Labour Department (LD) for employment services in 2012. Only 61 of them secured placements through LD, with a placement rate as low as 6%. In its Report on the Survey on Poverty Situation of South Asian Ethnic Minority Families in Hong Kong (2013), the Hong Kong Catholic Commission for Labour Affairs recommended that LD should set up an employment service division for ethnic minorities to encourage more employers to consider hiring ethnic minorities, and employ ethnic language-speaking persons to work as placement officers for offering professional job matching services to ethnic minorities according to their working experience and skills during designated office hours at designated locations. These recommendations can increase the employment opportunities for ethnic minorities or even help lift them out of poverty. Will LD introduce specific measures for addressing such an exceptionally low placement rate? Will LD consider setting up an employment service division for ethnic minorities? What are the timetable and details of the manpower and expenditure involved? If no, what are the reasons?

Asked by: Hon. CHEUNG Chiu-hung, Fernando

Reply:

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 through LD. In 2012, 61 placements of the ethnic minority job seekers were secured through LD's referral services. 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 placements to LD.

LD is committed to helping the ethnic minorities find work. Currently, LD operates a network of 12 job centres, two industry-based recruitment centres, a Telephone Employment Service Centre, an Interactive Employment Service website and vacancy search terminals installed at various locations in the territory to provide free and comprehensive employment services to job seekers, including ethnic minority job seekers. In addition to the wide range of employment services available for all job seekers, resource corners and special counters are set up at all 12 LD job centres to assist the ethnic minority job seekers. Tailor-made employment briefings are organised to help the ethnic minority job seekers better understand the local labour market situation and improve job search skills. Ethnic minority job seekers may also meet the employment advisors in job centres to obtain personalised job search advice, 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. Young people of ethnic minorities having employment needs may also make use of a wide range of employment advisory and support services offered under the Youth Employment and Training Programme and the two Youth Employment Resource Centres. Where the ethnic minority job seekers do not speak English or Chinese, LD will arrange interpretation services for them to ensure that language is not a barrier to receiving our services.

LD has been taking various measures to promote the employment of ethnic minorities. Employers placing vacancies with LD are reminded of the need to consider the genuine occupational qualification of the posts when specifying the language requirement. They are also encouraged to relax the language requirement of their vacancies as far as possible so as to facilitate the employment of ethnic minorities. LD canvasses suitable vacancies and encourage employers to hire the ethnic minorities. In 2014-15, LD will organise two large-scale and nine district-based job fairs targeting ethnic minority job seekers to help them find work. LD will widely disseminate information on the job fairs to ethnic minorities through non-governmental organisations (NGOs) and the mass media serving the ethnic minorities, and encourage their participation so as to speed up their job search. LD will also continue to organise experience sharing sessions and invite relevant NGOs to share their knowledge of the culture of ethnic minorities with employers with a view to enhancing employers' understanding of the ethnic minorities.

LD has been providing dedicated employment service for job seekers from the ethnic minorities. LD has no plans to set up an employment services division for the ethnic minorities but will continue to keep the services under regular review.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)146**

**(Question Serial No. 5948)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 314):

According to the Report on the Survey on Poverty Situation of South Asian Ethnic Minority Families in Hong Kong (2013) published by the Hong Kong Catholic Commission for Labour Affairs, nearly 60% of the local ethnic minority respondents fell below the poverty line. However, nearly 95% of the local ethnic minority respondents did not apply for the Work Incentive Transport Subsidy (WITS) of the Labour Department (LD), and nearly 65% of the local ethnic minority respondents did not know about WITS Scheme. Will LD adopt specific measures to ensure that low-income ethnic minorities can obtain information on the relevant welfare policy? If yes, what are the details and expenditure involved? If no, what are the reasons?

Asked by: Hon. CHEUNG Chiu-hung, Fernando

Reply:

LD will continue to organise publicity activities to promote WITS Scheme among the ethnic minorities. The activities include: publishing leaflets in the languages of the ethnic minorities for wide distribution; placing advertisements in newspapers and publicising in radio programmes for the ethnic minorities; promoting the Scheme in job fairs and exhibitions targeted at the ethnic minorities; and publicising in the support services centres for the ethnic minorities funded by the Home Affairs Department. The expenditure incurred for publicity and promotion of the Scheme is \$2.3 million in 2013-14 (up to February 2014). As promoting among the ethnic minorities is an integral part of the publicity work of the Scheme, the expenditure involved cannot be separately accounted for.

## CONTROLLING OFFICER'S REPLY

LWB(L)147

**(Question Serial No. 6428)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 266):

Regarding the implementation of the "Youth Employment and Training Programme" (YETP), please advise this Committee of the following:

Items	2009	2010	2011	2012	2013
1. Enrolment					
2. Age distribution					
- Under 18					
- 18 – 20					
- 21 – 24					
3. Educational attainment of trainees					
- Secondary 3					
- Secondary 4 – 5					
- Secondary 6 – 7					
- Associate degree					
- Diploma					
4. Number of trainees having completed on-the-job training under the Programme					
5. Number of trainees having found work within three months after completing the course					
Items	2009	2010	2011	2012	2013
6. Average cost for each period of courses under YETP:					
- Core course					
- On-the-job training					

Asked by: Hon. CHEUNG Kwok-che

Reply:

YETP offers trainees 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 found work. YETP operates on the basis of programme year, running from September each year to August of the following year. As the 2013-14 Programme will end in August 2014, the full-year figures are not yet available.

For items 1 to 3, the figures in the 2009/10 to 2012/13 programme years are provided as follows:

<b>Items</b>	<b>2009/10 Programme Year</b>	<b>2010/11 Programme Year</b>	<b>2011/12 Programme Year</b>	<b>2012/13 Programme Year</b>
1. Enrolment	15 543	11 922	9 434	8 095
2. Age distribution				
- Below 18	3 499	2 552	1 973	1 463
- 18 – below 21	6 574	5 168	4 286	3 603
- 21 – below 25	5 470	4 202	3 175	3 029
3. Educational attainment of trainees				
- Below Secondary 3	1 174	892	743	573
- Secondary 3	1 928	1 368	1 141	900
- Secondary 4 – 5	9 024	7 007	4 327	3 174
- Secondary 6 – 7	753	780	1 803	2 076
- Associate degree	229	167	163	227
- Diploma	2 040	1 401	921	899
- Others (i.e. attaining secondary school education or equivalent in other places)	395	307	336	246

Since trainees were enrolled on a year-round basis, some may attend pre-employment training and be placed into training vacancies within the programme year or in the following programme year. Moreover, with the assistance of their case managers, some trainees may find work in the open market by themselves. For item 4, the Labour Department (LD) does not have information on the number of trainees having completed on-the-job training under YETP, while the statistics on the number of trainees placed into on-the-job training vacancies is available and provided as follows:

<b>Item</b>	<b>2009/10 Programme Year</b>	<b>2010/11 Programme Year</b>	<b>2011/12 Programme Year</b>	<b>2012/13 Programme Year</b>
Number of trainees placed into on-the-job training vacancies under the Programme	4 595	4 228	3 341	2 758

For item 5, LD does not have information on the number of trainees having found work within three months after completing the course, as trainees are not required to complete the pre-employment training courses before they are placed into on-the-job training vacancies or seek employment in the open market. Each year, YETP 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, 2011/12 and 2012/13 Programmes showed that 70.6%, 75.5%, 72.2% and 74.8% of the respective sampled trainees were in employment at the time of survey.

For item 6, LD has information on the average amount of course fees granted to the training bodies for providing core courses, which varies according to the number of trainees enrolled and the actual attendance. The figures in the 2009-10 to 2012-13 financial years are provided below:

<b>Item</b>	<b>2009-10 Financial Year</b>	<b>2010-11 Financial Year</b>	<b>2011-12 Financial Year</b>	<b>2012-13 Financial Year</b>
Average cost of core courses under YETP	\$18,000	\$17,000	\$18,000	\$18,000

For on-the-job training, a trainee is placed into a training vacancy as an employee and the employer is required to provide the trainee with actual working experience apart from assigning a mentor to help the trainee settle in the job. As no course fee is charged, the average cost cannot be provided.



**CONTROLLING OFFICER'S REPLY****LWB(L)148****(Question Serial No. 6430)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No.271):

To enhance equal employment opportunities for ethnic minorities, will the Labour Department (LD) provide the following measures in the coming year? If yes, what are the details? If no, what are the reasons?

<b>Measures</b>	<b>Resources allocated (\$)</b>	<b>One-off/ recurrent grant</b>	<b>Number of ethnic minorities to be employed</b>	<b>District</b>	<b>Performance indicators</b>
Translating recruitment advertisements into English					
Setting up special counters for ethnic minorities					
Providing job referral services to ethnic minorities					
Organising tailor-made employment briefings for ethnic minorities					
Providing simultaneous interpretation during employment advisory meetings					

Asked by: Hon. CHEUNG Kwok-che

Reply:

In 2014-15, the Labour Department (LD) will continue to translate essential information of all job vacancies in both Chinese and English before they are released to the public to facilitate job search by ethnic minority job seekers. For jobs that require little ability to read or write Chinese, LD will translate all vacancy information into English. Ethnic minority job seekers are also welcome to visit LD's job centres or call the Telephone Employment Service Hotline to enquire about the details of the vacancies where necessary.

In 2014-15, LD will continue to maintain special counters at all 12 job centres to provide job referral services to ethnic minority job seekers. Tailor-made employment briefings are also arranged once every month at each job centre for ethnic minority job seekers to help them better understand the local labour market situation and improve job search skills. Ethnic minority job seekers may also meet the employment advisors 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 employment programmes to enhance their employability. Whenever there is a need, arrangements will be made with the Centre for Harmony and Enhancement of Ethnic Minority Residents, a support service centre funded by the Home Affairs Department, to provide interpretation services to ethnic minority job seekers for obtaining employment support services, including personalised employment advisory service.

In 2014-15, LD will organise two thematic large-scale and nine district-based job fairs to help the ethnic minority job seekers find work. While these thematic job fairs will also be open to all other job seekers, special efforts will be made to canvass vacancies suitable for ethnic minority job seekers and employers will be encouraged to hire the ethnic minorities.

Job vacancies are displayed on the Interactive Employment Service website and a network of vacancy search terminals located throughout the territory. To ensure the service quality of the translation service, officers who are proficient in both English and Chinese are deployed to undertake the work. The other employment support services for ethnic minority job seekers will be delivered by LD's officers, among their various other duties, at all 12 job centres. These services are essentially demand led and the performance indicators will include the quantity and quality of the services provided.

In 2014-15, the estimated expenditure for staging two thematic large-scale job fairs is \$0.36 million. The expenditure for other employment support services set out above will be absorbed within the recurrent operating cost of LD and cannot be separately identified.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)149**

**(Question Serial No. 6444)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 501):

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 the Work Incentive Transport Subsidy (WITS) Scheme respectively in each year.

Asked by: Hon. CHEUNG Kwok-che

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 designated remote districts of Tuen Mun, Yuen Long, North and Islands. Applicants were assessed on an individual basis under TSS. LD did not have information on the household size, monthly household income, number of working members of the household and number of dependants of the applicants. LD did not keep 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.

TSS ceased receiving applications and was replaced by the territory-wide WITS Scheme in October 2011. For WITS Scheme, breakdowns of approved household-based applications by household size and monthly household income (such information not available for individual-based applications) and breakdowns of all approved applications by residential district and asset amount are set out at Annex 2. LD has not kept statistics on the number of working members of the household and type of housing of the applicants, and has no information on their number of dependants.

No. of Approved Cases under  
Transport Support Scheme

## Breakdown by residential district

District	No. of approved cases						
	2007 (from June)	2008	2009	2010	2011	2012	2013#
Tuen Mun	1 325	8 372	11 773	5 743	2 217	484	32
Yuen Long	1 491	8 843	12 180	6 597	3 100	716	37
North	415	2 509	3 757	1 976	825	188	13
Islands	285	1 369	1 882	1 029	520	135	15
Total*	3 516	21 093	29 592	15 345	6 662	1 523	97

## Breakdown by asset amount

Asset amount	No. of approved cases						
	2007 (from June)	2008	2009	2010	2011	2012	2013#
\$10,000 or below	2 603	13 426	18 614	9 925	4 393	980	61
Above \$10,000 - \$30,000	673	5 556	8 008	4 111	1 781	436	30
Above \$30,000 - \$44,000	240	2 111	2 970	1 309	488	107	6
Total*	3 516	21 093	29 592	15 345	6 662	1 523	97

\* 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.

# The qualifying period of the last TSS applicant admitted expired in November 2013 and all claims for transport subsidy under TSS were processed.

No. of Approved Applications under  
Work Incentive Transport Subsidy Scheme

(a) Household-based applications

## Breakdown by household size

Household size	No. of approved household-based applications		
	2011 (from October)	2012	2013
1 person	904	4 299	3 686
2 persons	2 993	13 785	13 875
3 persons	2 978	13 432	13 046
4 persons	2 220	10 562	10 437
5 persons	530	2 604	2 562
6 persons or above	151	819	846
Total	9 776	45 501	44 452

## Breakdown by monthly household income

Average monthly household income	No. of approved household-based applications		
	2011 (from October)	2012	2013
\$6,000 or below	1 968	7 849	5 359
Above \$6,000 - \$8,000	2 291	9 872	8 027
Above \$8,000 - \$10,000	2 681	11 739	10 400
Above \$10,000 - \$12,000	1 921	9 474	9 705
Above \$12,000 - \$14,000	832	5 156	7 115
Above \$14,000 - \$16,000	83	1 199	3 266
Above \$16,000 - \$18,000	0	166	547
Above \$18,000	0	46	33
Total	9 776	45 501	44 452

(b) All applications

## Breakdown by residential district

District Council district	No. of approved applications		
	2011 (from October)	2012	2013
Central & Western	58	298	429
Eastern	352	1 677	2 246
Southern	179	855	1 093
Wan Chai	37	180	219
Kowloon City	291	1 594	2 127
Kwun Tong	1 360	6 740	8 990
Sham Shui Po	771	3 387	5 001
Wong Tai Sin	691	3 242	4 467
Yau Tsim Mong	181	1 052	1 562
Islands	284	1 249	1 506
Kwai Tsing	1 081	4 758	6 460
North	511	2 287	3 377
Sai Kung	343	1 682	2 278
Sha Tin	666	3 110	4 321
Tai Po	268	1 168	1 707
Tsuen Wan	273	1 270	1 774
Tuen Mun	1 118	4 894	7 207
Yuen Long	1 281	5 838	8 179
Outside Hong Kong	31	220	317
Total	9 776	45 501	63 260

## Breakdown by asset amount

Average monthly asset amount*	No. of approved applications		
	2011 (from October)	2012	2013
\$10,000 or below	3 505	14 722	21 199
Above \$10,000 - \$30,000	2 384	10 022	13 934
Above \$30,000 - \$50,000	1 227	6 109	8 485
Above \$50,000 - \$70,000	664	3 873	6 015
Above \$70,000 - \$90,000	409	2 520	3 281
Above \$90,000 - \$110,000	178	1 351	2 010
Above \$110,000 - \$130,000	90	747	1 299
Above \$130,000 - \$150,000	32	330	901
Above \$150,000 - \$170,000	13	173	529
Above \$170,000 - \$190,000	7	98	330
Above \$190,000	0	55	230
Others#	1 267	5 501	5 047
Total	9 776	45 501	63 260

\* This refers to household asset for household-based applications and the applicant's asset for individual-based applications.

# This refers to recipients of Comprehensive Social Security Assistance who were not required to provide asset proof.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)150**

**(Question Serial No. 6445)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 502):

Please provide a breakdown, by length of residence in Hong Kong, industry, occupation, working hours, hourly wage, monthly salary, mode of employment and the number of jobs engaged in the same application period of the applicants, of the accumulated numbers of cases of the Transport Support Scheme (TSS) and the Work Incentive Transport Subsidy (WITS) Scheme respectively in each year.

Asked by: Hon. CHEUNG Kwok-che

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. LD did not have information on the applicants' length of residence in Hong Kong and their mode of employment and did not keep statistics on their industry, occupation, working hours, hourly wage and number of jobs engaged in 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 by industry, occupation, working hours, monthly salary, mode of employment and number of jobs engaged in the same application period are set out at Annex 2. LD has no information on the applicants' length of residence in Hong Kong and has not kept statistics on their hourly wage.

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
Above \$2,000 - \$4,000	1 069	3 236	1 990	1 030	465
Above \$4,000 - \$6,500	2 982	16 287	7 843	3 806	1 252
Above \$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 (gross applicant count) with breakdowns  
by **industry, occupation, working hours, monthly salary, mode of employment and  
number of jobs engaged in the same application period**

Breakdown by industry

Industry	No. of applicants (gross applicant count)		
	2011 (from October)	2012	2013
Manufacturing	1 563	3 416	4 120
Construction	1 279	2 913	2 748
Import/export trade, wholesale and retail	3 163	8 025	9 403
Accommodation and food services	4 338	10 517	11 833
Transportation, storage, postal and courier services, information and communications	2 208	5 582	5 974
Financing, insurance, real estate, professional and business services	6 951	17 988	26 173
Public administration, social and personal services	3 806	8 738	10 781
Others	376	716	1 122
Information not provided by applicant	120	449	255
<b>Total</b>	<b>23 804</b>	<b>58 344</b>	<b>72 409</b>

Breakdown by occupation

Occupation	No. of applicants (gross applicant count)		
	2011 (from October)	2012	2013
Professionals	295	717	884
Associate professionals	768	2 187	2 522
Clerks	2 682	7 192	9 612
Service workers and shop sales workers	6 012	14 639	17 173
Elementary occupations	11 482	28 158	35 541
Craft and related workers	1 263	2 465	2 689
Plant and machine operators and assemblers	512	1 038	1 257
Others	671	1 512	2 467
Information not provided by applicant	119	436	264
<b>Total</b>	<b>23 804</b>	<b>58 344</b>	<b>72 409</b>

Breakdown by working hours

Average monthly working hours	No. of applicants (gross applicant count)		
	2011 (from October)	2012	2013
Less than 36 hours	486	1 532	1 074
36 hours to less than 72 hours	1 005	2 581	3 058
72 hours or more	22 072	53 277	67 477
Information not provided by applicant	241	954	800
<b>Total</b>	<b>23 804</b>	<b>58 344</b>	<b>72 409</b>

Breakdown by monthly salary

Average monthly salary	No. of applicants (gross applicant count)		
	2011 (from October)	2012	2013
\$6,500 or below	9 269	20 855	25 417
Above \$6,500 - \$7,300	2 376	6 800	12 116
Above \$7,300 - \$7,700	1 166	2 693	5 023
Above \$7,700	10 926	27 664	29 557
Information not provided by applicant	67	332	296
Total	23 804	58 344	72 409

Breakdown by **mode of employment**

Mode of employment	No. of applicants (gross applicant count)		
	2011 (from October)	2012	2013
Employed	22 406	55 307	69 514
Self-employed	1 236	2 488	2 513
Information not provided by applicant	162	549	382
Total	23 804	58 344	72 409

Breakdown by number of jobs **engaged in the same application period**

No. of jobs <b>engaged in the same application period</b>	No. of applicants (gross applicant count)		
	2011 (from October)	2012	2013
1	21 302	50 423	63 269
2	1 960	5 679	6 633
3	275	1 117	1 390
4 or above	148	670	791
Information not provided by applicant	119	455	326
Total	23 804	58 344	72 409

**CONTROLLING OFFICER'S REPLY****LWB(L)151****(Question Serial No. 6446)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 503):

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.

Asked by: Hon. CHEUNG Kwok-che

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 numbers of applications, new applications, re-applications and applications withdrawn under TSS are 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 numbers of applications, new applications, re-applications and applications withdrawn under WITS Scheme are 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	Not Applicable	21 768	495
2012	26 809	26 199	53 008	9 277
2013	28 644	39 478	68 122	8 464
Total	77 221	65 677	142 898	18 236

**CONTROLLING OFFICER'S REPLY****(Question Serial No. 6447)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 504):

Please set out the annual expenditure of the Transport Support Scheme (TSS) and the Work Incentive Transport Subsidy (WITS) Scheme for each year up to present.

Asked by: Hon. CHEUNG Kwok-che

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 (excluding the staff cost of 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	2013-14 (revised estimate)
TSS	11.9	84.2	97.4	35.0	15.3	1.5	0.1*
WITS Scheme	-	-	-	-	133.0	267.8	409.4

\* The qualifying period of the last TSS applicant admitted expired in November 2013 and all claims for transport subsidy under TSS were processed.

**CONTROLLING OFFICER'S REPLY****LWB(L)153****(Question Serial No. 6448)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 505):

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.

Asked by: Hon. CHEUNG Kwok-che

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. Applicants were assessed on an individual basis under TSS. LD did not have information on the household size and average monthly household income of the applicants and did not keep statistics on their monthly working hours. The average monthly salary of the applicants from 2007 to 2011 was as follows:

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 average monthly household income of household-based applicants (gross applicant count) and of average monthly salary and average monthly working hours of all applicants (gross applicant count) by household size from 2011 to 2013 are provided below. LD has no information on the household size and average monthly household income of individual-based applicants.

(a) Breakdown of household-based applicants (gross applicant count)

Household size	Average monthly household income (\$)		
	2011 (from October)	2012	2013
1 person	5,064.7	5,456.5	5,876.8
2 persons	7,755.1	8,181.0	8,840.7
3 persons	8,884.2	9,389.7	10,220.8
4 persons	9,876.1	10,577.4	11,621.7
5 persons	10,216.7	10,787.2	11,817.5
6 persons or above	11,398.2	11,656.5	12,731.0

(b) Breakdown of all applicants (gross applicant count)

Household size	Average monthly salary (\$)			Average monthly working hours		
	2011 (from October)	2012	2013	2011 (from October)	2012	2013
1 person or individual-based application	4,985.6	5,388.0	6,011.8	152.7	156.7	166.6
2 persons	7,218.2	7,599.7	8,305.9	199.9	198.2	203.7
3 persons	7,969.9	8,302.4	9,134.1	205.1	202.3	206.9
4 persons	8,584.5	9,019.3	9,968.7	209.1	206.0	210.3
5 persons	8,677.6	9,125.0	10,119.5	210.8	208.5	214.3
6 persons or above	9,085.1	9,436.4	10,419.3	212.5	207.6	213.9

**CONTROLLING OFFICER'S REPLY****LWB(L)154****(Question Serial No. 6474)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 626):

Regarding the employment and support services for new arrivals, please advise this Committee on:

(a) the following figures:

	2008	2009	2010	2011	2012	2013
Total number of new arrivals						
New arrivals under the age of 18						
New arrivals over the age of 60						
Total workforce made up by new arrivals						
Number of employed new arrivals						
Number of unemployed new arrivals						
Unemployment rate of new arrivals						
Median wage of employed new arrivals						
Average wage of employed new arrivals						

Note: The above new arrivals refer to persons from Mainland China who have resided in Hong Kong for less than seven years.

(b) the existing employment support measures for new arrivals.

Asked by: Hon. CHEUNG Kwok-che

Reply:

The information sought is provided as follows:

(a) Based on the results of the 2011 Population Census conducted by the Census and Statistics Department (C&SD), the statistics of new arrivals from the Mainland having resided in Hong Kong for less than seven years in 2011 are provided below:

	2011
Total number of new arrivals	171 322
Number of new arrivals under the age of 18	44 922
Number of new arrivals over the age of 60	4 864
Number of new arrivals in labour force	65 545
Number of new arrivals in employment	59 689
Number of unemployed new arrivals	Not available
Unemployment rate of new arrivals	
Median monthly income from main employment of new arrivals in employment	\$7,500
Average wage of employed new arrivals	Not available

C&SD does not have such statistics for the remaining years as requested.

- (b) The Labour Department (LD) provides a wide array of free employment services through a network of 12 job centres, two industry-based recruitment centres, the Telephone Employment Service Centre, the Interactive Employment Service website and vacancy search terminals installed at various locations in the territory for all job seekers including new arrivals, to help them find work. LD also organises regularly district-based job fairs at job centres and large-scale job fairs across the territory to disseminate the most updated vacancy information to job seekers, including new arrivals, so as to facilitate their job search. Job seekers may attend job interview with employers on the spot at the job fairs as well. LD proactively promotes the job fairs to the new arrival job seekers and encourage their participation.

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 new arrival 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. New arrival job seekers may also meet the employment advisors 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 their employability. LD has also been actively liaising with non-governmental organisations providing services to new arrivals so that they can refer the new arrivals with employment needs to LD for employment services.



**CONTROLLING OFFICER'S REPLY**

**LWB(L)155**

**(Question Serial No. 6483)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 459):

What was the respective number of complaints about indoor air quality received by the Labour Department (LD) in each of the past five years? What was the respective number of follow-up actions taken on these complaints each year?

Asked by: Hon. CHEUNG Kwok-che

Reply:

From 2009 to 2013, the Labour Department (LD) received 9, 17, 21, 14 and 14 complaints respectively or a total of 75 complaints about indoor air quality. LD took follow-up actions on 71 of these complaints where the address of the workplace concerned was provided, and issued a total of 19 warnings.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)156**

**(Question Serial No. 6484)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 460):

What is the estimated number of extensive public engagement campaigns to be carried out by the Labour Department (LD) for supporting the Standard Working Hours (SWH) Committee's work in the coming year? What are the estimated number of participants and amount of provision involved? What are the details and amount of provision involved in conducting surveys for supporting the SWH Committee's work?

Asked by: Hon. CHEUNG Kwok-che

Reply:

To comprehensively collect opinion from various sectors of the community on working hours issues, the SWH Committee is conducting wide consultation in four areas, namely to consult (i) the sectors with relatively long working hours mentioned in the Report of the Policy Study on Standard Working Hours, (ii) the specific occupations/professions, (iii) the general members of the public, and (iv) other major industries and organisations. Over 30 consultation sessions are expected to be convened in the first half of 2014. Apart from inviting over 500 stakeholding organisations to attend, members of the public are welcome to enrol in specific large-scale forums and give views through electronic and various other channels to the SWH Committee. The Government has commissioned a consulting firm to assist in conducting the public engagement campaign at an estimated expenditure of \$2.99 million.

On working hours study, the Government has commissioned a consulting firm to assist the SWH Committee in conducting a dedicated survey to collect comprehensive working hours statistics and views on working hours issues from employed persons. The financial provision for this survey is estimated at \$5.68 million.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)157**

**(Question Serial No. 6492)**

Head: (90) Labour Department  
Subhead (No. & title): (280) Contribution to the Occupational Safety and Health Council  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 500):

Amid an ageing population, the number of employees in the elderly care services sector is on the increase. The duties and the working environment in the industry pose certain risks to the safety and health of the employees. In this connection, would the Administration advise on:

- (a) Did the Occupational Safety and Health Council (OSHC) carry out any occupational safety promotional work and launch any health promotional programmes for practitioners in the elderly care services industry in the past five years? If yes, what were the number and details of the activities in each year?
- (b) What was the staff establishment and expenditure of OSHC in each of the past five years?
- (c) What was the number of occupational injuries in the elderly care services industry in each of the past five years? Please provide a breakdown by year, occupation and type of accidents.
- (d) What was the number of institutions participating in the Safe and Healthy Residential Care Homes Accreditation Scheme in each year since its implementation in 2007 by OSHC? How long did it take for an institution to be awarded a certificate after submitting an application on average?
- (e) Does the Government have any plan to conduct a comprehensive review and strengthen the existing regulation of the elderly care services industry with a view to safeguarding the occupational safety and health of its employees? If yes, what are the details and the relevant timetable? If no, what are the reasons?

Asked by: Hon. CHEUNG Kwok-che

Reply:

The information sought is provided as follows:

- (a) According to OSHC, it organised 28 workshops or seminars in the past five years for practitioners in the elderly services sector on manual handling risk assessment, prevention of back pain and musculoskeletal disorder, management of work stress, infection control and other occupational safety and health (OSH) matters about residential care home.
- (b) According to OSHC, the staff establishment and expenditure of OSHC in the past five years are as follows:

Financial year	Staff establishment	Total staff salaries and related costs
2012-2013	67	\$33,289,755
2011-2012	64	\$29,879,356
2010-2011	62	\$28,775,979
2009-2010	62	\$28,480,436
2008-2009	62	\$27,931,161

- (c) In 2009, 2010, 2011, 2012 and the first three quarters of 2013, there were 632, 633, 597, 578 and 356 occupational injuries respectively in the sector of residential care activities for the elderly. A breakdown by type of accidents is set out at Annex. The Labour Department (LD) does not keep information on occupational injury of the aforesaid sector by job titles.
- (d) According to OSHC, it launched the “Hong Kong Safe and Healthy Residential Care Home Accreditation Scheme” (the “Scheme”) in 2007 to encourage residential care homes to establish OSH management system so as to raise the safety and health standard. As at 14 March 2014, 90 applications were received, with 66 being accredited under the Scheme. The accreditation process takes about an average of six months, during which OSHC provides OSH consultancy service to the elderly homes and assists them in establishing OSH management system free of charge.
- (e) Under the Occupational Safety and Health Ordinance and its subsidiary legislation, employers must, so far as reasonably practicable, ensure the safety and health at work of all their employees. To safeguard the OSH of employees in the elderly service sector, LD will continue to strengthen enforcement against establishments with poor performance records and launch enforcement campaigns targeting accident-prone work activities such as lifting or carrying and specific risks such as slips, trips or falls.

**Occupational Injuries in Residential Care Activities for the Elderly  
in 2009, 2010, 2011, 2012 and the First Three Quarters of 2013**

Type of Accident	2009	2010	2011	2012	First three quarters of 2013
Injured whilst lifting or carrying	237	265	258	232	134
Slip, trip or fall on same level	142	127	104	119	90
Striking against fixed or stationary objects	36	48	37	39	25
Striking against or struck by moving objects	41	34	41	35	27
Contact with hot surfaces or substances	37	29	34	27	22
Injured in workplace violence	29	26	28	43	18
Injured by hand tools	32	29	30	24	14
Trapped in or between objects	16	15	19	12	2
Fall of person from height	13	13	7	10	5
Struck by moving vehicles	12	15	8	8	4
Exposure to or contact with harmful substances	7	5	3	5	2
Struck by falling objects	2	2	0	4	4
Contact with moving machineries or objects being machined	2	2	1	3	0
Stepping on objects	2	2	2	0	0
Injured by animals	2	0	2	0	0
Exposure to fire	0	0	1	0	1
Others	22	21	22 (2)	17	8
<b>Total</b>	<b>632</b>	<b>633</b>	<b>597 (2)</b>	<b>578</b>	<b>356</b>

## Notes:

- Occupational injury statistics are released on a quarterly basis and the latest available statistics are up to the first three quarters of 2013. The occupational injury statistics of the full year of 2013 will be released in April 2014.
- Figure in bracket denotes the number of occupational fatalities which has also been included in the number of injuries.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)158**

**(Question Serial No. 6497)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (1) Labour Relations  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 492):

Regarding family-friendly employment practices (FFEP), the Administration recommends companies to adopt measures like family leave benefits, five-day work week, flexible working hours and home-based work, as well as employee support schemes, etc. However, the effectiveness of the above initiative is questionable. Would the Administration advise this Committee on the following:

- (a) the expenditure and specific policy involved in promoting FFEP in each of the past five years;
- (b) whether legislation for implementation of FFEP will be considered to protect employees; 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 Labour Department (LD) has all along been dedicated to encouraging employers to adopt "employee-oriented" good people management measures including FFEP through a wide range of publicity efforts. In 2009-10, LD organised a large-scale seminar on FFEP and produced a video on good people management measures including FFEP. To further introduce different types of FFEP to the public, LD distributed educational DVDs on the subject and produced a new video for broadcast in public transport in 2010-11. LD produced in 2011-12 a leaflet on paternity leave, promoted the subject through newspapers and widely distributed thematic promotional materials to enhance public awareness of FFEP. In 2012-13, LD introduced another leaflet on five-day work week, placed newspaper advertisements, and published feature articles through the network of employers' associations in various industries to boost the receptiveness of these enlightened employment practices. To convey the message that a family-friendly working environment could bring about a win-win situation for both employers and employees, LD organised in 2013-14 another large-scale seminar and publicised the message in newspaper, published a new leaflet on flexitime, placed advertisements in periodical journals of major employers' associations and in public transport. The expenditure for these activities was around \$517,000 in 2009-10, \$389,000 in 2010-11, \$216,000 in 2011-12, \$140,000 in 2012-13 and \$696,000 in 2013-14.

In addition to the above activities, public education on FFEP was conducted through our employers' network, LD's homepage, talks and roving exhibitions. The expenditure involved cannot be separately accounted for, as these activities formed part of LD's efforts in promoting labour laws and good people management measures.

- (b) To help employees address their personal and family needs, legislation is already in place to require employers to provide their employees with, among others, rest days, statutory holidays, annual leave, sick leave and maternity leave. In addition, the Administration introduced into the Legislative Council on 26 March 2014 the Employment (Amendment) Bill 2014 which seeks to make three days' paid paternity leave a statutory benefit for working fathers.

The Administration will continue to review the labour legislation from time to time in light of Hong Kong's changing social circumstances and the pace of economic development with a view to maintaining a balance between the interests of employers and employees and provide proper statutory protection for employees.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)159**

**(Question Serial No. 6498)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 493):

The respective number of young people receiving career counselling and self-employment advisory and support services provided by the Youth Employment Resource Centres (YERCs) in 2012 and 2013 are 73 758 and 74 850, while the estimated number for 2014 is 72 000. In this connection, please advise this Committee on:

- (a) the reasons for the fewer number estimated by the Administration for 2014 as compared with the last two years;
- (b) the number as well as the average cost of career counselling and self-employment advisory and support services provided by YERC in the past three years;
- (c) the age distribution of young people receiving career counselling and self-employment advisory and support services in the past three years (aged 15 or below, 16 – 20, 21 – 25, 26 – 30, 31 – 35, 36 – 40, 41 or above);
- (d) the major employment difficulties facing young people;
- (e) the number of young people having received self-employment advisory and support services and finally opted for self-employment in the past three years.

Asked by: Hon. CHEUNG Kwok-che

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) pledges to provide employment and self-employment advisory and support services to 72 000 young people aged 15-29 at the two YERCs each year as a performance indicator. In 2012 and 2013, LD exceeded the target by attracting 73 758 and 74 850 young people to YERCs respectively. In 2014, while the same performance indicator has been adopted, LD will continue to endeavour to attract more young people to make use of our services at YERCs.



- (b) The numbers of young people who received career counselling and self-employment advisory and support services at the two YERCs in 2011, 2012 and 2013 are provided as follows:

	<b>No. of young people provided with career counselling</b>	<b>No. of young people provided with self-employment advisory and support services</b>
2011	3 198	5 053
2012	7 276	5 831
2013	6 933	6 699

In addition to career counselling and self-employment advisory and support services, YERCs provide a wide range of services to help young people map out their career paths. LD cannot separately identify the cost of career counselling and self-employment advisory and support services, nor the average cost.

- (c) YERCs provide dedicated service to young people aged 15-29. Breakdowns by three age brackets (i.e. 15-below 20; 20-below 25 and 25-below 30) are provided below in respect of young people who received career counselling and self-employment advisory and support services in 2011, 2012 and 2013:

<b>Age group</b>	<b>No. of young people provided with career counselling</b>		
	<b>2011</b>	<b>2012</b>	<b>2013</b>
15 – below 20	2 038	5 751	5 217
20 – below 25	723	1 151	1 192
25 – below 30	437	374	524
<b>Total</b>	<b>3 198</b>	<b>7 276</b>	<b>6 933</b>

<b>Age group</b>	<b>No. of young people provided with self-employment advisory and support services</b>		
	<b>2011</b>	<b>2012</b>	<b>2013</b>
15 – below 20	198	323	948
20 – below 25	1 303	1 593	1 758
25 – below 30	3 535	3 907	3 655
<b>Total</b>	<b>5 036<sup>^</sup></b>	<b>5 823<sup>^</sup></b>	<b>6 361<sup>^</sup></b>

Note <sup>^</sup>: Some young people received services in organised groups on a pre-registered basis and their age profiles had not been captured.

- (d) YERCs regularly held focus group discussions with young people. They revealed that lower educational attainment, lack of working experience, unclear career path, low motivation for work and weak interpersonal network, were their major employment difficulty.
- (e) 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, LD aims at encouraging and enabling students and young people who are seeking jobs or already in employment to make early and better career planning. Many young people making use of YERCs' services are still receiving education and training and they do not have imminent employment or self-employment needs. LD has not collected information on the number of young people having received self-employment advisory and support services and finally opted for self-employment in the past three years.

**CONTROLLING OFFICER'S REPLY****(Question Serial No. 6500)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 474):

In the past year, what was the number of employees with disabilities participating in the productivity assessment of employees with disabilities under the Statutory Minimum Wage (SMW) regime with a breakdown by type of disability? What was the number of approved assessors for the above assessments? What was the number of assessments? What were the assessment results, with a breakdown of cases by degree of productivity, after the above assessments were completed?

Asked by: Hon. CHEUNG Kwok-che

Reply:

In 2013, a total of 68 employees with disabilities completed 69 assessments under the SMW regime. These assessments were conducted by 45 approved assessors. Breakdowns by type of disability and degree of productivity are provided as follows:

## (a) Breakdown by type of disability

Type of disability	No. of employees
Intellectual disability	52
Mental illness	12
Autism	12
Speech impairment	5
Hearing impairment	2
Physical disability	2
Attention deficit/hyperactivity disorder	1
Specific learning difficulties	1

More than one type of disability may be applicable to the same employee.

(b) Breakdown by degree of productivity

Degree of productivity	No. of assessments
50% or below	2
Above 50% - 60%	7
Above 60% - 70%	27
Above 70% - 80%	21
Above 80% - 90%	11
Above 90% - 100%	1
Total	69

## CONTROLLING OFFICER'S REPLY

LWB(L)161

**(Question Serial No. 6575)**Head: (90) Labour DepartmentSubhead (No. & title): (-) Not SpecifiedProgramme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Mr. Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion (Member Question No. 267):

Regarding youth unemployment in Hong Kong, please advise this Committee of the following:

Items		2009-10	2010-11	2011-12	2012-13	2013-14
1	Unemployment rate of Hong Kong					
1.1	Overall unemployment rate					
1.2	Aged 15 – 19					
1.3	Aged 20 – 24					
1.4	Aged 25 – 29					
2	Sex profile of unemployed youth					
2.1	Aged 15 – 19	Male				
		Female				
2.2	Aged 20 – 24	Male				
		Female				
2.3	Aged 25 – 29	Male				
		Female				
3	Educational attainment of unemployed youth					
3.1	Secondary 3 or below					
3.2	Secondary 4 – 6					
3.3	Associate degree					
3.4	Post-secondary					
3.5	University or above					
4	Duration of youth unemployment in percentage					
4.1	Less than 1 month					
4.2	1 to less than 2 months					
4.3	2 to less than 3 months					
4.4	3 to less than 6 months					
4.5	6 months or more					

Asked by: Hon. CHEUNG Kwok-cheReply:

Based on the findings of the General Household Survey conducted by the Census and Statistics Department, the requested information on youth unemployment from 2009 to 2012\* is compiled in the table below.

(Note\* : the requested information is not available on the basis of financial years and the yearly figures for 2013 has yet to be released.)

Items	Unit	2009	2010	2011	2012	
<b>1 Unemployment rate of Hong Kong</b>						
1.1 Overall unemployment rate	%	5.3	4.3	3.4	3.3	
1.2 Aged 15 – below 20	%	21.8	20.8	15.8	13.9	
1.3 Aged 20 – below 25	%	11.0	10.9	8.4	8.6	
1.4 Aged 25 – below 30	%	4.8	4.1	3.5	3.3	
<b>2 Sex profile of unemployed youths</b>						
2.1 Aged 15 – below 20	Male	No. ('000)	6.5	5.1	3.8	3.5
	Female	No. ('000)	4.6	3.5	2.6	2.4
2.2 Aged 20 – below 25	Male	No. ('000)	18.8	16.6	13.3	13.9
	Female	No. ('000)	13.5	13.2	9.9	10.1
2.3 Aged 25 – below 30	Male	No. ('000)	14.3	11.8	9.9	9.2
	Female	No. ('000)	8.9	7.7	6.8	6.8
2.4 Aged 15 – below 30	No. ('000)	66.6	57.9	46.3	45.8	
<b>3 Educational attainment of unemployed youths aged 15 – below 30</b>						
3.1 Lower secondary <sup>(1)</sup> and below	No. ('000)	9.6	7.5	6.2	5.4	
3.2 Upper secondary <sup>(2)</sup>	No. ('000)	32.8	26.3	20.8	19.3	
3.3 Post-secondary : diploma/certificate	No. ('000)	10.3	9.9	7.5	3.3	
3.4 Post-secondary : sub-degree	No. ('000)				4.5	
3.5 Post-secondary : degree	No. ('000)	13.9	14.3	11.8	13.3	
3.6 All unemployed persons aged 15 – below 30	No. ('000)	66.6	57.9	46.3	45.8	
<b>4 Duration of youth (aged 15 - below 30) unemployment [as a percentage of all unemployed youths aged 15 - below 30]</b>						
4.1 Less than 1 month	%	19.4	19.6	20.7	22.6	
4.2 1 to less than 2 months	%	21.7	22.4	25.6	24.6	
4.3 2 to less than 3 months	%	16.7	15.4	17.8	16.3	
4.4 3 to less than 6 months	%	20.6	23.0	19.1	18.8	
4.5 6 months or more	%	21.5	19.6	16.8	17.7	
Notes:						
(1) Persons with educational attainment at lower secondary level refer to those with Secondary 1 to Secondary 3 education or equivalent level.						
(2) Persons with educational attainment at upper secondary level refer to those with Secondary 4 to Secondary 7 education or equivalent level.						

**CONTROLLING OFFICER'S REPLY**

**LWB(L)162**

**(Question Serial No. 5662)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 76):

Regarding the prevalence of five-day work week, would the Administration advise this Committee whether a survey on the prevalence of regular five-day work week has been conducted? 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?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

According to the supplementary enquiry via the General Household Survey conducted by the Census and Statistics Department during January to June 2008, 849 100 employees in the non-government sector adopted a fixed number of contractual days of work per week at five days and less. They accounted for 33% of all employees in the non-government sector with a fixed number of contractual days of work per week.

Five-day work week has become increasingly prevalent. Feedback collected from various stakeholders shows that employers in general are becoming more receptive to the idea of five-day work week. Special surveys will continue to be conducted as appropriate to track the employment practices in this regard.

**CONTROLLING OFFICER'S REPLY****LWB(L)163****(Question Serial No. 5663)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 77):

The brief description mentions that "the Standard Working Hours (SWH) Committee was set up in April 2013 with members drawn from the business and labour sectors, academia, community and government. The Committee was appointed for a term of three years to follow up on the Government's Policy Study on SWH, and engage the public in informed and in-depth discussion on working hours issues." In this connection, would the Administration advise this Committee on the expenditure and manpower involved in the work of the SWH Committee; the latest work progress of the Committee; the difference between the studies conducted by the Committee and those done on SWH by the previous Administration regarding SWH; and whether the Administration aims to put off implementing SWH in the guise of setting up the Committee.

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In 2014-15, the estimated expenditure for carrying out the various activities of the SWH Committee is \$12.85 million (excluding staff cost). The Labour Department has created a total of 16 time-limited posts, comprising 13 Labour Officer grade posts and three general grade posts, to serve the SWH Committee and the related work.

Since its establishment in April 2013, the SWH Committee has been taking forward its work in four major areas, namely: (a) enhancing public understanding; (b) collection of relevant information, including working hours statistics and further research into the working hours regimes of other economies; (c) adoption of an evidence-based approach for discussion on the basis of a range of relevant factors; and (d) launching public engagement and building community consensus on different options. For (b), a consulting firm has been commissioned to conduct a large-scale household survey to collect comprehensive working hours statistics from 10 000 employed persons and a special survey to understand the work arrangements of selected professions and occupations. Comparing to the policy study completed earlier by the Administration, the study being conducted by the SWH Committee will collect more sophisticated and comprehensive information and views of relevant stakeholders on various working hours issues.

The subject of working hours is complex and controversial. It would carry widespread and significant implications for the overall labour market, manpower demand, employment relations, work culture, business environment, economic development and business competitiveness. The SWH Committee considers it appropriate to conduct wide public consultation and collect comprehensive working hours statistics, with a view to promoting informed and in-depth discussions of the community on this important subject, building consensus and assisting the Government to identify the way forward. The SWH Committee's two working groups, on consultation and study respectively, are carrying out their work at full steam. They aim to submit their working group reports to the Committee by the end of this year for deliberation and formulation of its ensuing work.

**CONTROLLING OFFICER'S REPLY****LWB(L)164****(Question Serial No. 5664)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 78):

“Conducting a comprehensive review of the Work Incentive Transport Subsidy (WITS) Scheme” is stated under the matters requiring special attention in 2014-15. Would the Administration advise this Committee on the expenditure, number of beneficiaries, operating expenses and manpower involved in the WITS Scheme in the past two years and the corresponding figures estimated for the coming two years? What are the details (including the scope) of the review?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The expenditure (including operating expenses) incurred for the WITS Scheme in 2012-13 and 2013-14 (up to February 2014) and the estimated expenditure (including operating expenses) for 2014-15 are provided below. The estimate for 2015-16 will be drawn up in the light of operation experience in implementing the Scheme in 2014-15.

Item	Amount (\$million)		
	2012-13	2013-14 (up to February 2014)	2014-15 (estimate)
Subsidy payment	203.7	289.7	338.0
Staff cost	57.6	59.1	80.8
Operating expenses	4.8	7.0	6.3
Accommodation and related expenditure	0.1	7.0	13.4
Publicity and promotion	1.6	2.3	1.0
Contingency	-	-	18.8
Total	267.8	365.1	458.3

In 2012-13 and 2013-14 (up to February 2014), WITS payments were made to 49 611 and 70 013 applicants (gross applicant count) respectively. The Labour Department (LD) is not able to provide the estimated number of beneficiaries in 2014-15 and 2015-16 because eligibility to receive WITS depends on many factors e.g. whether the applicants can meet the asset and income limits and the working hours requirement of the Scheme.

The WITS Division of LD had an establishment of 198 civil service posts and 100 non-civil service contract positions in 2012-13; and 198 civil service posts and 130 non-civil service contract positions since 2013-14. Its actual strength varies having regard to caseload and will be kept under review.

LD will commence in October 2014 a comprehensive review of the Scheme, including its objectives, eligibility criteria, modus operandi and effectiveness. The review is expected to be completed by the first quarter of 2015.



**CONTROLLING OFFICER'S REPLY****LWB(L)165****(Question Serial No. 4253)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 47):

Regarding the Statutory Minimum Wage (SMW) regime, would the Government advise this Committee on the following:

- The number of proactive inspections to workplaces conducted for overseeing the implementation of the Minimum Wage Ordinance (MWO) each year since the introduction of SMW (with a breakdown by year, industry and occupation), as well as the number of cases in which employers were warned and prosecuted for contravening the MWO (with a breakdown by industry and offence);
- Does the Administration have any plan to introduce new measures for stepping up the effort against breaches of the MWO in 2014-15? If yes, what are the details, estimated expenditure and manpower arrangement of the plan? If not, what are the reasons?
- Will there be a review of the latest implementation of SMW in 2014-15, including adjusting the SMW rate and reviewing SMW once every year?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows:

- Since the implementation of SMW in May 2011 and up to end-2013, the Labour Department (LD) conducted 108 635 workplace inspections to establishments of various industries to check employers' compliance with the MWO. A breakdown of inspections conducted each year by industry is provided below.

Industry	No. of inspections		
	2011 (from May)	2012	2013
Retail	7 004	9 889	12 247
Catering	2 629	3 938	5 125
Security service	1 105	1 453	1 890
Cleaning service	591	592	496
Nursing and elderly homes	517	606	810
Beauty parlour	543	491	681
Hairdressing	340	263	343
Courier service	209	201	219
Others	11 089	19 374	25 990
Total	24 027	36 807	47 801

LD does not keep a breakdown of inspections conducted by occupation.

During the period from May 2011 to end-2013, LD issued 31 warnings to employers suspected to have paid their employees wages below SMW. Including reported cases, LD took out prosecutions against 12 employers for underpayment of SMW. Breakdowns of the warnings issued and prosecutions taken by industry are provided below.

Industry	No. of warnings	No. of prosecutions
Catering	4	0
Security service	11	4
Cleaning service	3	1
Retail	2	2
Nursing and elderly homes	2	2
Hairdressing	2	0
Beauty parlour	1	1
Courier service	1	0
Others	5	2
Total	31	12

- (b) LD will continue to launch targeted enforcement campaigns in low-paying sectors to check employers' compliance with the MWO. Complaints about suspected non-compliance will also be promptly investigated. Labour inspectors are responsible for enforcing various labour laws including the MWO. The expenditure and manpower required for enforcing the MWO cannot be separately accounted for.
- (c) The MWO requires that the SMW rate be reviewed at least once in every two years. A review of the SMW rate can be conducted within less than two years if so warranted. Adopting an evidence-based approach, the Minimum Wage Commission is proceeding with the work on a new round of review of the SMW rate. The Commission is expected to submit a report on its recommendation before the end of October 2014.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)166**

**(Question Serial No. 6002)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 133):

The work of this Programme covers publicity and enforcement targeting workers in working environment with a higher risk of heat stroke. I would like to know the following for last year and this year:

- (a) the manpower, staff establishment, salary and staff welfare involved in carrying out such work;
- (b) the work details and the expenditure involved;
- (c) the number of prosecutions last year.

Asked by: Hon. LEUNG Kwok-hung

Reply:

The information sought is provided as follows:

- (a) The publicity and enforcement work on heat stroke prevention is an integral part of the Labour Department (LD)'s occupational safety and health programme. The manpower involved cannot be separately identified.
- (b) In 2013-14, LD, in collaboration with the Occupational Safety and Health Council and the relevant workers' unions, launched a promotional campaign on heat stroke prevention, targeting the high-risk sectors (such as the construction industry and cleansing industry) and professional drivers. The campaign included outreach promotional visits, educational video shows on mobile advertising media, radio broadcast and health talks. LD will continue this promotional campaign in 2014-15. The expenditure of the promotional campaign on heat stroke prevention for 2013-14 and the estimated expenditure for 2014-15 are \$1.9 million and \$1.5 million respectively. In addition, LD will continue to step up inspections in summer, targeting high-risk work processes, including outdoor cleansing work, construction work and container handling.
- (c) LD issued 219 warnings and one improvement notice in relation to heat stroke prevention in 2013.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)167**

**(Question Serial No. 6003)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 134)

This Programme covers supporting the Standard Working Hours (SWH) Committee's work. I would like to know the following:

- (a) the manpower, staff establishment, salary and staff welfare involved in carrying out such work; and
- (b) the work details and expenditure involved this year.

Asked by: Hon. LEUNG Kwok-hung

Reply:

The information sought is provided as follows:

- (a) In 2014-15, the Labour Department has created a total of 16 time-limited posts comprising 13 Labour Officer grade posts and three general grade posts, to serve the SWH Committee and the related work. The annual salaries (at mid-point) of these posts are \$10.24 million. Incumbents of these posts receive staff welfare in accordance with their terms of appointment and the relevant government rules.
- (b) In 2014-15, the SWH Committee will conduct wide public consultation and collect comprehensive working hours statistics, with a view to promoting informed and in-depth discussions of the community on the subject of working hours, building consensus and assisting the Government to identify the way forward. The estimated expenditure involved in carrying out the various activities of the SWH Committee is \$12.85 million (excluding staff cost).

**CONTROLLING OFFICER'S REPLY**

**LWB(L)168**

**(Question Serial No. 6004)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 135):

Under this Programme, the matters requiring special attention in 2014-15 include raising the awareness of occupational safety among workers in the catering and construction industries. I would like to know the following:

- (a) the manpower, staff establishment, salary and staff welfare involved in carrying out such work;
- (b) the work details and expenditure involved;
- (c) the number of prosecutions taken out by the Labour Department (LD) in respect of the two industries last year.

Asked by: Hon. LEUNG Kwok-hung

Reply:

- (a) The promotion of awareness of occupational safety and health in the catering and construction industries is an integral part of LD's ongoing work. The manpower and staff establishment involved cannot be separately identified.
- (b) LD will launch two large-scale promotional programmes in 2014-15 to promote the safety and health awareness of employers and employees in the construction and catering industries. Both programmes will feature territory-wide competitions on safety and health performance, together with safety quizzes, roving exhibitions, promotional visits to workplaces, 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 estimated expenditure for the construction and catering promotional programmes will be around \$2.2 million and \$1.7 million respectively, to be shared between LD and other co-organisers such as the Occupational Safety and Health Council and trade/industry associations.
- (c) In 2013, the numbers of prosecutions taken by LD in respect of the construction and the catering industries were 1 988 and 201 respectively.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)169**

**(Question Serial No. 6011)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 606):

Please advise expressly on whether the Government has reduced the funding made to Hong Kong Federation of Youth Groups (HKFYG) due to its non-compliance under the Youth Employment and Training Programme (YETP) in the past five years, or/and referred the cases to the law enforcement departments for follow-up action.

Asked by: Hon. LEUNG Kwok-hung

Reply:

Under YETP, training bodies are remunerated in accordance with the services actually delivered. If any service has not been performed in accordance with the requirements, the Labour Department (LD) may withhold payment of the service fees.

In the past five years, HKFYG did not comply with LD's requirements in providing training services on two occasions. In August 2010, HKFYG was found to have not strictly adhered to the administrative procedures in cancelling a training course. In May 2012, HKFYG reported to LD of its own accord that, as revealed by its internal audit, the course proposal for organising a training course had not been compiled with. In respect of the incident detected in 2010, HKFYG was not paid any course fee. For the incident in 2012, HKFYG took the initiative to refund to LD all monies related to the course. As there was no sufficient prima facie evidence during LD's examination of the incidents indicating wilful intent or any suspected offence, LD considered it appropriate under the circumstances to issue warning letters to the senior management of HKFYG to remind it of its obligations under YETP.

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 4380)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 125):

Regarding the Administration's promotional efforts to enhance the understanding of employers and foreign domestic helpers (FDHs) on their statutory and contractual rights and obligations, please provide the related expenditure and specific work plans in the past three years, as well as the estimated expenditure for 2014-15.

Asked by: Hon. MA Fung-kwok

Reply:

In 2011-12, 2012-13 and 2013-14, the Labour Department (LD) conducted various promotional activities targeting FDHs and their employers to ensure that they were aware of the statutory and contractual rights and obligations as well as channels for seeking redress. These activities included producing practical guides, leaflets and posters in various mother languages of FDHs, staging roving exhibitions to promote the relevant provisions, placing advertisements in newspapers read locally by FDHs, producing a leaflet specifically for employers, and broadcasting Announcements in the Public Interest on radio. Relevant publicity materials in different languages were provided to the consulates concerned, FDH groups and non-governmental organisations, and were uploaded to LD's website. Apart from giving talks and seminars organised with the concerned consulates for FDHs, LD also staged information kiosks at FDHs' popular gathering places to screen a publicity video and distribute information packs with useful reference materials on their rights and obligations to FDHs. The publicity video was also screened on MTR trains and buses. The expenditure incurred for conducting the above educational and promotional activities in the past three years was \$1.17 million, \$1.16 million and \$1.36 million respectively. In 2014-15, \$2.05 million is earmarked for launching the aforementioned activities as well as undertaking enhanced publicity work.

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 6532)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question(Member Question No. 80):

In view of the rising trend of abuse of foreign domestic helpers (FDHs), please advise this Committee on:

- (a) Will additional manpower and resources be allocated for conducting inspections to intermediaries placing FDHs in 2014-15? What are the details?
- (b) What are the details of the publicity work for educating FDHs on the channels for seeking redress in Hong Kong to be carried out in 2014-15 as well as the manpower and estimated expenditure involved?
- (c) In 2014-15, the Administration plans to review the licensing mechanism and conditions for intermediaries placing FDHs, and consider regulating the contractual terms between intermediaries and FDHs as well as imposing heavier penalties, so as to enhance the deterrent effect of the regulatory measures and strengthen the protection for FDHs' statutory and contractual rights and benefits. What are the details of the plan? Will the Administration review the relevant policy and services "regularly"?

Asked by: Hon. MOK, Charles Peter

Reply:

- (a) In 2014-15, there will be two Labour Officer grade posts created in the Labour Department (LD) to conduct additional inspections to employment agencies (EAs) including intermediaries placing FDHs, among other duties. The additional expenditure involved will be \$1,015,020 in a full year.
- (b) In 2014-15, LD will continue to undertake various promotional activities targetting FDHs and their employers to ensure that they are aware of the statutory and contractual rights and obligations as well as channels of seeking redress. These activities include producing practical guides, leaflets and posters in various mother languages of FDHs, staging roving exhibitions to promote the relevant provisions, placing advertisements in newspapers read locally by FDHs, producing a leaflet specifically for employers, and broadcasting Announcements in the Public Interest on radio. Relevant publicity materials in different languages will be provided to consulates concerned, FDH groups and non-governmental organisations, and uploaded to LD's website. Apart from giving talks and seminars organised with the concerned consulates for FDHs, LD will also stage information kiosks at FDHs' popular gathering places to screen a publicity video and distribute information packs with useful reference materials on their rights and obligations to FDHs. The publicity video will also be screened on MTR trains and buses. In addition, Announcements in the Public Interest on television will be made to enhance FDHs' understanding of their labour rights and to appeal to their employers to treat them well.

In 2014-15, \$2.05 million is earmarked for conducting the above publicity activities. The above work will be absorbed within the existing manpower of LD.



- (c) LD will increase manpower to strengthen the monitoring of and inspection to EAs, including the intermediaries placing FDHs. The number of inspections to EAs will be increased from 1 300 in 2013-14 to 1 800 in 2014-15. LD will also consider how to strengthen the present licensing mechanism with a view to introducing appropriate licensing conditions for EAs' compliance such as requiring EAs not to engage in loan and financial arrangement of FDHs so as to better protect the rights of FDHs. LD will review the relevant policy and services as and when appropriate.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)172**

**(Question Serial No. 4783)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 56):

It is stated under this Programme that major new plans for 2014-15 include conducting a comprehensive review of the Work Incentive Transport Subsidy (WITS) Scheme. In this connection, would the Administration advise this Committee on:

- (a) the expected commencement and completion dates of the review;
- (b) the details of the review; and
- (c) the estimated expenditure of the review.

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) & (b) The Labour Department (LD) will commence in October 2014 a comprehensive review of the WITS Scheme, including its objectives, eligibility criteria, modus operandi and effectiveness. The review is expected to be completed by the first quarter of 2015.
- (c) LD will conduct the review with its existing resources, and the expenditure cannot be separately identified.

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 4784)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 57):

In 2014-15, the Administration plans to launch safety enhancement initiatives and large-scale promotional programmes to raise the standard and awareness of occupational safety and health among stakeholders in the construction and catering industries. In this connection, would the Administration advise this Committee on:

- (a) the details of the large-scale promotional programmes;
- (b) the estimated number of participants of the large-scale promotional programmes; and
- (c) the estimated expenditure of the large-scale promotional programmes.

Asked by: Hon. TANG Ka-piu

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) will launch two large-scale promotional programmes in 2014-15 to promote the safety and health awareness of employers and employees in the construction and catering industries. Both programmes will feature territory-wide competitions on safety and health performance, together with safety quizzes, roving exhibitions, promotional visits to workplaces, 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.
- (b) LD will widely publicise its programmes to attract participants to these two large-scale promotional programmes. It is estimated that about 200 construction sites and 200 catering establishments will enrol in these programmes.
- (c) The expenditure for the construction and catering promotional programmes will be around \$2.2 million and \$1.7 million respectively, to be shared between LD and other co-organisers such as the Occupational Safety and Health Council and trade/industry associations.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)174**

**(Question Serial No. 4785)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (1) Labour Relations  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 63):

What is the number of staff presently involved in pursuing a proposal to amend the reinstatement and re-engagement provisions under the Employment Ordinance (Cap. 57) (EO)? What exactly is the scheduled time for the amendment bill to be introduced into the Legislative Council (LegCo)?

Asked by: Hon. TANG Ka-piu

Reply:

Several bureaux/departments are involved in the legislative exercise concerning the amendment of the reinstatement and re-engagement provisions under the EO and relevant staff also undertake other duties. The manpower involved in the relevant legislative exercise cannot be separately identified.

The Bill on the aforesaid amendments contains a number of new elements which carry implications on certain legal principles and court procedures. The Administration is actively working on the relevant issues with a view to finalising the Bill for introduction into LegCo as soon as possible.

**CONTROLLING OFFICER'S REPLY****LWB(L)175****(Question Serial No. 5685)**

Head: (90) Labour Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 50):

What are the reasons for the difference of \$380 million between the estimate and revised estimate for 2013-14?

Asked by: Hon. TONG Ka-wah, Ronny

Reply:

The revised provision under this Programme for 2013-14 is reduced by \$380.3 million (32.6%), owing to the lower than estimated expenditure on the following items:

Item	Decrease (\$million)
Employment programmes for the young people, middle-aged and persons with disabilities	178.8
Work Incentive Transport Subsidy Scheme	174.2
Filling of vacancies, staff increments and staff related expenses	22.1
Others	5.2
Total	380.3

**CONTROLLING OFFICER'S REPLY**

**LWB(L)176**

**(Question Serial No. 5686)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 53):

There will be a net increase of 26 new posts in 2014-15. What is the amount involved and what are the duties of these posts?

Provision for 2014-15 is \$211.6 million higher than that for 2013-14. Apart from the creation of posts, this is due to increased cash flow requirement for the Work Incentive Transport Subsidy (WITS) Scheme. What is the estimated number of applicants and the amount involved?

Asked by: Hon. TONG Ka-wah, Ronny

Reply:

The total annual salaries (at mid-point) of the 26 posts to be created in 2014-15 under Programme (2) Employment Services is \$5.5 million. The creation of these posts is mainly required for strengthening the services provided by the Labour Department (LD) under the Programme in the following areas:

- (a) strengthening the monitoring of employment agencies;
- (b) assisting in the management of the Job Vacancy Processing Centre and vetting the vacancies submitted by employers for recruitment services;
- (c) processing the increasing number of applications made under the Supplementary Labour Scheme, and offering job matching services to local job seekers on relevant job titles under application; and
- (d) conducting inspections to workplaces/accommodation of imported workers to check employers' compliance with relevant legislation/requirements.

Of the increased provision of \$211.6 million for 2014-15 under the Programme, \$46.6 million is due to the estimated increase in the non-recurrent cash flow requirement for meeting the expenditure of WITS Scheme. As the General Household Survey does not collect data about the asset levels of employed persons that meet the income limits and working hours requirements of WITS Scheme, LD is not able to provide the estimated number of applicants and the amount involved in 2014-15.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)177**

**(Question Serial No. 5687)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 54):

As mentioned under matters requiring special attention in 2014-15, the number of new works projects and building renovation and maintenance works will increase. This is related to the housing demand. Moreover, there were quite a large number of injuries and fatalities happened in construction sites last year. Will the Administration increase manpower for the monitoring work? What are the posts and amount involved?

Asked by: Hon. TONG Ka-wah, Ronny

Reply:

In 2014-15, there will be an increase of 18 posts under the "Safety and Health at Work" programme, to intensify systematic preventive and enforcement measures in the following major areas: (1) to strengthen the monitoring of work safety of major works projects (through the creation of an additional dedicated office) and construction projects involving compressed air work (through the creation of a dedicated team); (2) to enhance systemic safety of the construction industry (through engagement of major project clients and promulgation of codes of practice on safe work systems and high-risk work processes); and (3) to strengthen mandatory safety training for persons engaged in hazardous work/operations. The additional posts will involve a full-year expenditure of about \$11.7 million.

**CONTROLLING OFFICER'S REPLY****LWB(L)178****(Question Serial No. 4719)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 124):

Regarding the engagement of agency workers, please provide the following information:

	2013-14 (the latest position)
Number of contracts with employment agencies	( )
Contract sum paid to each employment agency	( )
Duration of service of each employment agency	( )
Number of agency workers	( )
Details of the positions held by agency workers	
Monthly salary range of agency workers	
• \$30,001 or above	( )
• \$16,001 to \$30,000	( )
• \$8,001 to \$16,000	( )
• \$6,501 to \$8,000	( )
• \$6,240 to \$6,500	( )
• under \$6,240	( )
Length of service of agency workers	
• over 15 years	( )
• 10 to 15 years	( )
• 5 to 10 years	( )
• 3 to 5 years	( )
• 1 to 3 years	( )
• under 1 year	( )
Percentage of agency workers against the total number of staff in the Department	( )
Percentage of payments to employment agencies against the total staff costs of the Department	( )
Number of workers who received severance payment/long service payment/contract gratuity	( )
Amount of severance payment/long service payment/contract gratuity paid	( )
Number of workers with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	( )
Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	( )
Number of workers with paid meal break	( )
Number of workers without paid meal break	( )



Number of workers working 5 days per week	( )
Number of workers working 6 days per week	( )

( ) Change in percentage as compared with 2012-13

Asked by: Hon. WONG Kwok-hing

Reply:

The information sought is provided as follows:

	Type of contract	2013-14 (Note 1)
Number of contracts with employment agencies	Others	3 (0%)
	T-contract (Note 2)	8 (0%)
Contract sum paid to each employment agency (\$ million) (Note 3)	Others	0.39 to 0.63 (-35%)
	T-contract	0.25 to 7.24 (+7%)
Duration of service of each employment agency (Note 3)	Others	8-8.5 months (-6%)
	T-contract	12 months (0%)
Number of agency workers (Note 3)	Others	7 to 22 (-12%)
	T-contract	1 to 30 (+7%)
Details of the positions held by agency workers	Others	Order processing, data input
	T-contract	Information technology
Monthly salary range of agency workers		
• \$30,001 or above	Others	-
	T-contract	37 (-3%)
• \$16,001 – \$30,000	Others	-
	T-contract	44 (0%)
• \$8,001 – \$16,000	Others	37 (-12%)
	T-contract	-
• \$6,501 – \$8,000		-
• \$6,240 – \$6,500		-
• under \$6,240		-
Length of service of agency workers • over 15 years • 10 to 15 years • 5 to 10 years • 3 to 5 years • 1 to 3 years • under 1 year	Please see Note 4.	
Percentage of agency workers against the total number of staff in the Department	Others	1.6% (-0.2%)
	T-contract	3.4% (-0.2%)
Percentage of payments to employment agencies against the total staff costs of the Department	Others	0.5% (-0.1%)
	T-contract	4.0% (-0.2%)

Number of workers who received severance payment/long service payment/contract gratuity	Please see Note 4.
Amount of severance payment/long service payment/contract gratuity paid	
Number of workers with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	
Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	
Number of workers with paid meal break Number of workers without paid meal break	
Number of workers working 5 days per week Number of workers working 6 days per week	

*Figures in ( ) denote year-on-year percentage changes compared with 2012-13.*

Note 1: Figures are provided as at 30.9.2013.

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 the Labour Department (LD) entered with employment agencies specify its job requirements and the service fees charged by the latter in providing agency workers. LD does not require the employment agencies to provide information on the length of service and condition of service of the agency workers.

## CONTROLLING OFFICER'S REPLY

LWB(L)179

**(Question Serial No. 4720)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 125):

Regarding the engagement of outsourced workers, please provide the following information:

	2013-14 (the latest position)
Number of outsourced service contracts	( )
Total payments to outsourced service providers	( )
Duration of service of each outsourced service provider	( )
Number of outsourced workers engaged through outsourced service providers	( )
Details of the positions held by outsourced workers (e.g. customer service, property management, security, cleansing and information technology)	
Monthly salary range of outsourced workers	
• \$30,001 or above	( )
• \$16,001 to \$30,000	( )
• \$8,001 to \$16,000	( )
• \$6,501 to \$8,000	( )
• \$6,240 to \$6,500	( )
• under \$6,240	( )
Length of service of outsourced workers	
• over 15 years	( )
• 10 to 15 years	( )
• 5 to 10 years	( )
• 3 to 5 years	( )
• 1 to 3 years	( )
• under 1 year	( )
Percentage of outsourced workers against the total number of staff in the Department	( )
Percentage of payments to outsourced service providers against the total staff costs of the Department	( )
Number of workers who received severance payment/long service payment/contract gratuity	( )
Amount of severance payment/long service payment/contract gratuity paid	( )
Number of workers with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	( )
Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	( )

Number of workers with paid meal break	( )
Number of workers without paid meal break	( )
Number of workers working 5 days per week	( )
Number of workers working 6 days per week	( )

( ) Change in percentage as compared with 2012-13

Asked by: Hon. WONG Kwok-hing

Reply:

The information sought is provided as follows:

	2013-14
Number of outsourced service contracts	8 (+14%)
Total payments to outsourced service providers (\$ million)	8.963 (+21%)
Duration of service of each outsourced service provider (Note 1)	12-36 months (+50%)
Number of outsourced workers engaged through outsourced service providers	52 (-12%)
Details of the positions held by outsourced workers (e.g. customer service, property management, security, cleansing and information technology)	Cleaning, security service, management service of employment centres
Monthly salary range of outsourced workers (Note 2)	
• \$30,001 or above	( )
• \$16,001 to \$30,000	( )
• \$8,001 to \$16,000	2 (+200%)
• \$6,501 to \$8,000	4 (-20%)
• \$6,240 to \$6,500	2 (+100%)
• under \$6,240	13 (-13%)
Length of service of outsourced workers	
• over 15 years	
• 10 to 15 years	
• 5 to 10 years	
• 3 to 5 years	
• 1 to 3 years	
• under 1 year	
Percentage of outsourced workers against the total number of staff in the Department	2.2% (-0.4%)
Percentage of payments to outsourced service providers against the total staff costs of the Department	1.0% (+0.1%)
Number of workers who received severance payment/long service payment/contract gratuity	)
Amount of severance payment/long service payment/contract gratuity paid	)
Number of workers with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	)
Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	)
Number of workers with paid meal break	)
Number of workers without paid meal break	)
Number of workers working 5 days per week	)
Number of workers working 6 days per week	)

Figures in ( ) denote year-on-year percentage changes compared with 2012-13.

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 workers. 13 workers with monthly salary below \$6,240 are part-time workers.

Note 3: The outsourced service contracts of the Labour Department (LD) specify the service that LD required without stipulating the length of service of outsourced workers and condition of service the contractors have to provide in the contract. LD does not have the information requested.

## CONTROLLING OFFICER'S REPLY

LWB(L)180

**(Question Serial No. 4721)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Mr. Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 126):

Regarding the employment of non-civil service contract (NCSC) staff, please provide the following information:

	2013-14 (the latest position)
Number of NCSC staff	( )
Details of the positions held by NCSC staff	
Payroll costs of NCSC staff	( )
Monthly salary range of NCSC staff	
• \$30,001 or above	( )
• \$16,001 to \$30,000	( )
• \$8,001 to \$16,000	( )
• \$6,501 to \$8,000	( )
• \$6,240 to \$6,500	( )
• below \$6,240	( )
Length of service of NCSC staff	
• over 15 years	( )
• 10 to 15 years	( )
• 5 to 10 years	( )
• 3 to 5 years	( )
• 1 to 3 years	( )
• under 1 year	( )
Number of NCSC staff successfully appointed as civil servants	( )
Percentage of NCSC staff against the total number of staff in the Department	( )
Percentage of staff costs for NCSC staff against the total staff costs of the Department	( )
Number of NCSC staff who received severance payment/long service payment/contract gratuity	( )
Amount of severance payment/long service payment/contract gratuity paid	( )
Number of NCSC staff with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	( )
Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	( )
Number of NCSC staff with paid meal break	( )
Number of NCSC staff without paid meal break	( )

Number of NCSC staff working 5 days per week	( )
Number of NCSC staff working 6 days per week	( )

( ) Change in percentage as compared with 2012-13

Asked by: Hon. WONG Kwok-hing

Reply:

The information sought is provided as follows:

	2013-14 (the latest position) (Note 1)
Number of NCSC staff	195 (-6.3%) (Note 2)
Details of the positions held by NCSC staff	(Note 3)
Payroll costs of NCSC staff	\$30.5 million (-4.1%)
Monthly salary range of NCSC staff	
• \$30,001 or above	5 (-)
• \$16,001 to \$30,000	60 (-17.8%)
• \$8,001 to \$16,000	130 (-)
• \$6,501 to \$8,000	0 (-)
• \$6,240 to \$6,500	0 (-)
• below \$6,240	0 (-)
Length of service of NCSC staff	
• over 15 years	0 (-)
• 10 to 15 years	20 (42.9%)
• 5 to 10 years	61 (-10.3%)
• 3 to 5 years	8 (-60.0%)
• 1 to 3 years	60 (-42.3%)
• under 1 year	46 (2200%)
Number of NCSC staff successfully appointed as civil servants	19 (375%) (Note 4)
Percentage of NCSC staff against the total number of staff in the Department	8.2% (-1.0%)
Percentage of staff costs for NCSC staff against the total staff costs of the Department	5.1% (-0.9%)
Number of NCSC staff who received severance payment/long service payment/contract gratuity	0 (-)
Amount of severance payment/long service payment/contract gratuity paid	0 (-)
Number of NCSC staff with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	0 (-)
Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	0 (-)
Number of NCSC staff with paid meal break	188 (-6.5%)
Number of NCSC staff without paid meal break (Note 5)	7 (-)
Number of NCSC staff working 5 days per week	157 (6.8%)
Number of NCSC staff working 6 days per week	38 (-37.7%)

( ) Change in percentage as compared with 2012-13

Note 1: Figures are as at 31 December 2013.

Note 2: Figures in ( ) denote year-on-year changes as compared with positions as at 31 December 2012.

Note 3: The particulars of the NCSC posts are:

Service Area	Post Title
Operational Support	<ul style="list-style-type: none"><li>• Chinese Medicine Advisor</li><li>• Senior Programme Officer / Programme Officer</li><li>• Investigation Adviser / Investigation Officer</li><li>• Senior Clerk / Clerk</li><li>• Executive Assistant</li></ul>
Information Technology (IT)	<ul style="list-style-type: none"><li>• IT Support Officer</li><li>• Senior Technical Support Officer / Technical Support Officer</li></ul>
Publicity	<ul style="list-style-type: none"><li>• Information Assistant</li></ul>

Note 4: They are NCSC staff appointed as civil servants within the Labour Department. They joined the civil service through an open, fair and competitive process.

Note 5: The NCSC staff are remunerated on an hourly basis.



**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 5280)**

Head: (90) Labour Department  
Subhead (No. & title): (000) Operational expenses  
Programme: Not Specified  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 56)

What is the 2014-15 estimate for the Labour Department's (LD) duty visits and exchange visits to the Mainland? Please provide the themes of the duty visits and exchange visits to the Mainland planned for 2014-15. How will the Administration prevent activities irrelevant to official duties from taking place during duty visits outside Hong Kong? And how will the Administration prevent applications for revising visit destinations from becoming a mere formality?

Asked by: Hon. WONG Yuk-man

Reply:

The information sought is provided as follows:

- (a) The 2014-15 estimate for LD on duty visit and exchange visits to the Mainland is \$0.12 million.
- (b) The themes of the duty visits and exchange visits are set out below:
  - (i) The 10th Pan-Pearl River Delta Region Labour Services Cooperation Joint Conference, and its preparatory meeting;
  - (ii) Exchange Meeting on Labour Inspection and Law Enforcement between Guangdong, Hong Kong and Macao;
  - (iii) Exchange of regional/international experiences and developments on occupational safety and health regime; and
  - (iv) Experience sharing on the regulatory system on boilers and pressure vessels.
- (c) Duty visits, if publicly funded, are subject to control under relevant regulations and guidelines to ensure effective monitoring and proper use of public funds. For example, duty visits should only be conducted when there are strong operational reasons; prior approval should be sought for all duty visits and non-official activities should be avoided during duty visits; the officers concerned should provide all necessary information in respect of the proposed visit as far as possible when submitting the application; the officers concerned should inform the approving officers should there be any subsequent changes as soon as possible so that the approving officers will assess whether re-consideration of the applications is needed.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)182**

**(Question Serial No. 5142)**

Head: (90) Labour Department  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Mr. Donald TONG)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 53):

The Financial Secretary said that, apart from encouraging young people to join the industries with manpower shortage, admitting from abroad talent and workers not available in Hong Kong will also help maintain our competitiveness. Various industries, including construction, elderly homes, retail and catering, are currently facing the problem of labour shortage. The logistics industry is no exception. In view of a declining birth rate, an ageing population and a shrinking workforce, please advise this Committee on what will be done by the Government to engage employers, employees and the community in the discussion of labour importation with a view to addressing the problem of labour shortage, as well as the circumstances under which workers not available in Hong Kong will be admitted from abroad.

Asked by: Hon. YICK Chi-ming, Frankie

Reply:

Implemented since 1996, the Supplementary Labour Scheme (SLS) is open for application by employers with genuine difficulties in local recruitment to import workers at technician level or below. Over the years, the Administration has, in consultation with the Labour Advisory Board (LAB), reviewed and streamlined the vetting criteria and procedures as appropriate. We will continue to work closely with the LAB on this.

The Administration will continue to work closely with the trades concerned to address their recruitment difficulties, if any. For the construction sector which anticipates a sudden surge in manpower demand due to the implementation of mega local projects and other construction works in the next few years, the Administration and the Construction Industry Council have proposed measures seeking to streamline application procedures under SLS for public works projects. The LAB was consulted and endorsed the procedures in late March 2014. Under the new procedures, the Administration will continue to accord priority to local workers in filling the vacancies while allowing contractors of public works with genuine manpower shortage difficulties to suitably import the required workers under the SLS mechanism.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)183**

**(Question Serial No. 6291)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (-) Not Specified

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 579):

The revised expenditure in 2013-14 by the Government on manpower development is \$15,032.3 million, a whopping 43 096.3% increase from 2012-13. Please explain in detail the reasons for this increase and provide a detailed breakdown of how the funds were used by the Government.

Asked by: Hon. CHAN Ka-lok, Kenneth

Reply:

The revised expenditure for 2013-14 is \$15,032.3 million, representing a 43 096.3% increase from 2012-13. The increase is mainly due to the one-off injection of \$15 billion into the Employees Retraining Board in 2013-14, as approved by the Finance Committee of the Legislative Council at its meeting held on 24 January 2014.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)184**

**(Question Serial No. 4331)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (7) Subvention: Vocational Training Council (Vocational Training)  
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 79):

Please provide the following information about the Vocational Training Council (VTC):

Does the Labour and Welfare Bureau plan to provide additional funding to VTC in future? If so, what will be the main use of the provision?

Asked by: Hon. CHAN Yuen-han

Reply:

The Vocational Training Council (VTC) submits their Annual Plan to the Government every year. The Labour and Welfare Bureau (LWB) will consider the proposed initiatives set out in VTC's Annual Plan in relation to the policy area of vocational training and determine the amount of subvention to be provided for such initiatives.

In 2013-14, LWB provided VTC with \$200.1 million. LWB plans to provide the same amount of subvention to VTC in 2014-15.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)185**

**(Question Serial No. 5666)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Manpower Development  
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 80):

Will the Administration inform this Committee of the following: With respect to the research studies conducted by the Administration in relation to the policy areas of labour and manpower, please list in detail the research studies, subject matters, expenditure involved in each study and the organisation(s) responsible for the studies in the past two years. What are the details of the research studies to be conducted in the coming two years and the estimated expenditure for each of the studies?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The research studies in relation to the policy areas of labour and manpower conducted by the Administration and the Vocational Training Council (VTC) in 2012-13 and 2013-14 are listed at Annex 1 and those planned for commencement in 2014-15 and 2015-16 are set out at Annex 2.

**Research studies in relation to the policy areas of labour and manpower conducted by  
the Administration and VTC in 2012-13 and 2013-14**

<b>Commencement Year</b>	<b>Research Study</b>	<b>Total Cost (\$)</b>	<b>Responsible Bureau / Department / Public Body</b>	<b>Research Institute Commissioned</b>
2012-13	Manpower Survey in various industries (including Accountancy, Banking and Finance, Building and Civil Engineering, Electrical and Mechanical Services, Electronics and Telecommunication, Import/Export/Wholesale, Information Technology, Insurance, Metals, Maritime Services, Printing and Publishing, Retail, Tourism, and Transport Logistics)	24.1 million	Training Boards of VTC	Not applicable
2013-14	Household Survey for the Manpower Projection to 2022 <sup>@</sup>	1.2 million	Labour and Welfare Bureau	Policy 21 Limited
2013-14	Manpower Survey in various industries (including Automobile, Beauty Care and Hairdressing, Catering, Hotel, Mass Communication, Plastics, Real Estate Services, Security Services, Textile and Clothing)	21.3 million	Training Boards of VTC	Not applicable
2013-14	Study on the impact of the revised Statutory Minimum Wage rate on pay hierarchies in the retail and restaurant sectors	0.61 million	Labour Department	Policy 21 Limited

<sup>@</sup> The Household Survey is part of the exercise of Manpower Projection to 2022 conducted by the Labour and Welfare Bureau to assess the broad trends of future manpower supply and requirement of our economy at the macro-level in the medium-term.

**Research studies in relation to the policy areas of labour and manpower planned by the Administration and VTC for commencement in 2014-15 and 2015-16**

<b>Planned Commencement Year</b>	<b>Research Study</b>	<b>Responsible Bureau / Department / Public Body</b>	<b>Estimated Total Cost (\$)</b>
2014-15	Standard Working Hours Committee (SWHC)'s public engagement campaign on working hours	Labour Department	2.988 million
2014-15	SWHC's study on the working hours situation in Hong Kong	Labour Department	5.68 million
2014-15	Manpower Survey in various industries (including Accountancy, Banking and Finance, Building and Civil Engineering, Electrical and Mechanical Services, Electronics and Telecommunication, Import/Export/Wholesale, Information Technology, Insurance, Metals, Management and Supervisory Training, Maritime Services, Printing and Publishing, Retail, Tourism, and Transport Logistics)	Training Boards of VTC	24.9 million
2015-16	Manpower Survey in various industries (including Automobile, Beauty Care and Hairdressing, Catering, Hotel, Mass Communication, Plastics, Real Estate Services, Security Services, Textile and Clothing)	Training Boards of VTC	23.4 million

**CONTROLLING OFFICER'S REPLY****LWB(L)186****(Question Serial No. 4254)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (-) Not Specified

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 59):

Under this Programme, the Bureau will oversee the operation of the Continuing Education Fund (CEF). Please provide the following information:

- The number of people who have opened an account with CEF, and those who have claimed reimbursement from CEF in 2013-14;
- Please provide by age, the number of people who have not opened an account with CEF, and those who have already exhausted the maximum entitlement of \$10,000;
- The number of CEF claimants 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) in 2013-14; and
- 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 not, what are the reasons?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows –

- The number of applications and claims approved under CEF in 2013-14 (as at 31 January 2014) were 28 224 and 22 130 respectively.
- 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 has exhausted the maximum entitlement of \$10,000 by age group as at 31 January 2014 is given as follows –

	Age group				Total
	18 - 29	30 - 39	40 - 49	50 - 65	
Number of accounts with the maximum amount already exhausted	66 114	96 475	51 487	25 755	239 831



- (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. In considering CEF applications, the Office of Continuing Education Fund (OCEF) checks the residency status of applicants. Specifically, a copy of the Hong Kong Smart ID Card which can show whether the applicant has the right of abode, the right to land or the right to remain in Hong Kong without restriction, or a copy of the one-way permit, should be provided by an applicant for OCEF's checking. When OCEF has verified the residency status and proved the eligibility of the applicant, OCEF does not capture individual applicants' residency status in the record. In this connection, OCEF does not have breakdowns of the CEF applicants by their residency status. Owing to system constraints, OCEF has no plan to keep such record for reference purposes.
- (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 CEF's website and course providers of CEF etc. The workload will be absorbed by the existing staff and the expenditure by the Bureaux and Departments concerned.

**CONTROLLING OFFICER'S REPLY****LWB(L)187****(Question Serial No. 4262)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (-) Not Specified

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 85):

The Administration oversees the implementation of the Manpower Development Scheme of the Employees Retraining Board (ERB). In this regard, please advise on the following:

1. Please list by type of course the number of training places and enrolled trainees, the amount of funding and the percentage of completions by enrolled trainees of the Scheme in the past 3 years;
2. What were the operating expenses of the ERB in the past 3 years? Does the Labour and Welfare Bureau (LWB) have plans to allocate more resources to the ERB and to offer more courses? If yes, what are the details?

Asked by: Hon. KWOK Wai-keung

Reply:

The information sought is provided as follows-

1. The number of planned training places, the number of enrolled trainees, the funding allocation for training courses and the percentage of completions by enrolled trainees under the Manpower Development Scheme of ERB for the past 3 years are provided as follows:

(a) Number of planned training places in the past 3 years

Course type	Number of planned training places		
	2011-12	2012-13	2013-14
<b>Courses for the general public</b>	<b>123 900</b>	<b>124 000</b>	<b>123 350</b>
• Placement-tied training courses	55 020	67 000	65 800
• Skills Upgrading Scheme Plus courses	41 200	30 000	30 550
• Generic skills training courses	27 680	27 000	27 000
<b>Courses for special service targets<sup>1</sup></b>	<b>6 100</b>	<b>6 000</b>	<b>6 650</b>
<b>Total</b>	<b>130 000</b>	<b>130 000</b>	<b>130 000</b>

<sup>1</sup> The special service targets of ERB include the youth, new arrivals, ethnic minorities, persons with disabilities, people recovered from work injuries, and rehabilitated 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.

(b) Number of enrolled trainees in the past 3 years

Course type	Number of trainees enrolled		
	2011-12	2012-13	2013-14 <sup>2</sup>
<b>Courses for the general public</b>	<b>101 000</b>	<b>106 600</b>	<b>103 900</b>
• Placement-tied training courses	47 700	48 500	42 900
• Skills Upgrading Scheme Plus courses	21 100	25 500	31 900
• Generic skills training courses	32 200	32 600	29 100
<b>Courses for special service targets<sup>1</sup></b>	<b>3 700</b>	<b>4 000</b>	<b>3 900</b>
<b>Total</b>	<b>104 700</b>	<b>110 600</b>	<b>107 800</b>

(c) Funding allocation for training courses in the past 3 years

Course type	Funding allocation (\$million)		
	2011-12	2012-13	2013-14 <sup>2</sup>
<b>Courses for the general public</b>	<b>509.7</b>	<b>546.6</b>	<b>532.5</b>
• Placement-tied training courses	426.4	453.3	433.1
• Skills Upgrading Scheme Plus courses	29.6	37.3	46.3
• Generic skills training courses	53.7	56.0	53.1
<b>Courses for special service targets<sup>1</sup></b>	<b>43.0</b>	<b>44.5</b>	<b>38.9</b>
<b>Total</b>	<b>552.7</b>	<b>591.1</b>	<b>571.4</b>

(d) Percentage of completions<sup>3</sup> by enrolled trainees in the past 3 years

Course type	Percentage of completions by enrolled trainees		
	2011-12	2012-13	2013-14 <sup>2</sup>
<b>Courses for the general public</b>	<b>93%</b>	<b>93%</b>	<b>94%</b>
• Placement-tied training courses	91%	92%	92%
• Skills Upgrading Scheme Plus courses	96%	96%	97%
• Generic skills training courses	93%	93%	93%
<b>Courses for special service targets<sup>1</sup></b>	<b>88%</b>	<b>87%</b>	<b>87%</b>
<b>Total</b>	<b>93%</b>	<b>93%</b>	<b>94%</b>

2. The expenditure of ERB was \$793 million in 2011-12, \$823 million in 2012-13 and \$859 million<sup>2</sup> in 2013-14. In 2013-14, a sum of \$15 billion was injected into ERB primarily as seed money for generating investment income to finance the services and operation of ERB on a long-term basis.

<sup>2</sup> The figures are estimated as at mid-March 2014.

<sup>3</sup> 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.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)188**

**(Question Serial No. 6123)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Manpower Development  
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 860):

It is mentioned in paragraph 87 of the 2013-14 Budget that "Over the years, the Employees Retraining Board (ERB) has strived to improve the employability of local workers. Through a variety of courses under the Manpower Development Scheme, the ERB offers 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. In 2013-14, the ERB will offer 130 000 training places. Resources have also been reserved to provide an additional 40 000 places to meet the demand from training providers for increasing or redeploying places."

Please advise this Committee on the details of the use of the additional places (by course domains).

Asked by: Hon. LEUNG Kwok-hung

Reply:

In 2013-14, ERB plans to offer 130 000 training places, and has reserved resources to provide an additional 40 000 training places to meet the demand from training bodies for increasing or redeploying places if and when the need arises. It is estimated that the number of trainees enrolled in training courses organised by ERB in 2013-14 would be around 107 800.

**CONTROLLING OFFICER'S REPLY****LWB(L)189****(Question Serial No. 5684)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (-) Not Specified

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)

Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 49):

Given the Government's injection of fund into the Employees Retraining Board (ERB), there is an increase of \$15 billion in the financial provision of the revised estimate for 2013-14 over that of the original estimate. How will the 130 000 training places be allocated? What courses will be offered? How long will it take to allocate these training places in the future? Please provide a breakdown of the information by year.

Asked by: Hon. TONG Ka-wah, Ronny

Reply:

At its meeting held on 24 January 2014, the Finance Committee of the Legislative Council approved the creation of a non-recurrent commitment of \$15 billion for injection to the Employee Retraining Board primarily as seed money for generating investment income to finance the services and operations of ERB on a long-term basis. Training places to be offered by ERB are determined on a yearly basis having regard to the manpower requirements and training needs of different industries as advised by its Industry Consultative Networks. For 2014-15, ERB plans to offer 130 000 training places. A breakdown of the planned training places by course types is provided as follows:

Course type	Number of planned training places
<b>Courses for the general public</b>	<b>123 000</b>
• Placement-tied training courses	52 800
• Skills Upgrading Scheme Plus courses	36 200
• Generic skills training courses	34 000
<b>Courses for special service targets<sup>1</sup></b>	<b>7 000</b>
<b>Total</b>	<b>130 000</b>

The utilisation of these training places depends on the market demand, local and overseas economic situations and the personal preference of the trainees. The number of training places utilised in 2010-11 was 111 000, increased to 116 000 in 2011-12 and to 123 000 in 2012-13. Breakdowns of these numbers by course type are provided in the following table.

<sup>1</sup> 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.

Course type	Number of training places utilised		
	2010-11	2011-12	2012-13
<b>Courses for the general public</b>	<b>106 000</b>	<b>112 000</b>	<b>119 000</b>
• Placement-tied training courses	57 000	54 000	56 000
• Skills Upgrading Scheme Plus courses	14 000	23 000	28 000
• Generic skills training courses	35 000	35 000	35 000
<b>Courses for special service targets<sup>1</sup></b>	<b>5 000</b>	<b>4 000</b>	<b>4 000</b>
<b>Total</b>	<b>111 000</b>	<b>116 000</b>	<b>123 000</b>

**CONTROLLING OFFICER'S REPLY**

**LWB(L)190**

**(Question Serial No. 5401)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): (000) Operational expenses  
Programme: (4) Manpower Development  
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie Tam)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 82):

Regarding the Adult Education Subvention Scheme, please provide the numbers of courses offered, places available and participants enrolled, amount of subvention, graduation rate and placement rate of each centre in the past 3 years.

Asked by: Hon. WONG Kwok-kin

Reply:

The Adult Education Subvention Scheme (the Scheme) is run on the basis of academic year. The information on the classes conducted, enrolment, and approved subvention amount for each Non-governmental Organisation (NGO) receiving subvention under the Scheme in the academic years of 2011/12, 2012/13 and 2013/14 is set out at Annex.

While there is a minimum requirement on the number of participants in each approved class, the NGO concerned can decide on the actual numbers of training places available with regard to their practical situation. As there are no graduation requirements under the Scheme and NGOs are not required to provide placement services for the participants, we do not have information on the number of actual training places available, the number of graduates and the placement rates of the participants of the Scheme.

## Information of the Adult Education Subvention Scheme in the academic years 2011/12 – 2013/14

Name of NGO	2011/12			2012/13			2013/14 <sup>@</sup>	
	Number of classes conducted	Number of enrolment	Approved subvention amount (\$)	Number of classes conducted	Number of enrolment	Approved subvention amount (\$)	Number of classes approved*	Approved subvention amount (\$)
Aberdeen Kai-Fong Welfare Association Ltd.	5	104	64,897	5	97	62,968	4	56,862
Association of Baptists for World Evangelism (HK) Ltd.	33	735	234,623	35	766	262,911	32	228,626
Baptist Oi Kwan Social Service	7	294	63,735	8	123	72,476	not in the Scheme	
Calvary Church Social Service Centre Limited	1	29	19,453	3	61	29,747	3	30,331
Caritas Bianchi College of Careers (Evening School)	15	355	272,671	17	424	268,927	16	259,907
Caritas Eastern District Community Education Centre - Evening School	not in the Scheme			not in the Scheme			5	84,465
Caritas Institute for Further & Adult Education - Aberdeen (Night School)	11	274	191,739	7	159	122,746	11	187,568
Caritas Institute for Further & Adult Education - Chai Wan (Night School)	2	44	151,444	1	21	56,919	not in the Scheme	
Caritas Institute For Further & Adult Education - Fanling Night School	10	253	161,345	8	215	159,433	15	233,879
Caritas Institute for Further & Adult Education - Kowloon (Night School)	5	116	127,557	7	114	121,883	7	116,000
Caritas Institute For Further & Adult Education - Tsing Yi (Night School)	6	168	135,978	6	140	134,436	9	184,517
Caritas Institute for Further & Adult Education - Tsuen Wan Night School	5	111	88,608	6	157	124,889	8	135,184
Caritas Institute for Further & Adult Education - Tuen Mun Night School	23	585	388,479	20	461	340,180	30	463,034
Caritas Institute for Further & Adult Education - Yuen Long Night School	19	411	290,969	18	406	279,504	20	295,886
Caritas Institute of Community Education - Cheung Chau	1	23	99,225	class cancelled		92,988 <sup>#</sup>	1	25,995
Caritas Institute of Community Education - Shatin	5	110	88,701	4	100	100,994	9	119,863



Name of NGO	2011/12			2012/13			2013/14 <sup>@</sup>	
	Number of classes conducted	Number of enrolment	Approved subvention amount (\$)	Number of classes conducted	Number of enrolment	Approved subvention amount (\$)	Number of classes approved*	Approved subvention amount (\$)
Caritas Sau Mau Ping Community Education Centre	12	232	222,896	11	206	204,129	10	191,294
Caritas Social Work Services Division	19	241	252,009	23	288	276,492	23	249,984
Christian & Missionary Alliance Church Union Hong Kong Ltd.	41	1034	418,180	41	1081	418,361	37	377,450
Christian Family Service Centre	13	294	110,676	14	309	124,514	13	123,642
Christian Family Service Centre Integrated Service for Mentally Handicapped Persons	2	20	10,708	1	11	5,635	not in the Scheme	
CPMS Social Center for the Elderly of Grace	3	70	32,821	5	103	45,143	not in the Scheme	
CTU Education Foundation Ltd.	5	102	82,974	5	110	86,471	5	78,116
EMF Social Services Centre Limited	not in the Scheme			not in the Scheme			5	53,921
Evangelical Lutheran Church Social Service - Hong Kong	31	480	295,808	35	508	305,502	33	290,719
Free Methodist Church Bradbury Tak Tin Social Service Centre for the Senior	not in the Scheme			not in the Scheme			1	15,843
H.K. Christian Mutual Improvement Society Chuang Chung Wen Social Centre for the Elderly	3	70	15,933	4	87	26,567	6	36,621
HK Chiu Chow Po Hing Buddhism Association Lek Yuen Estate Social Centre for the Elderly	7	179	94,309	5	147	69,105	5	74,189
HKSKH Lady MacLehose Centre	21	366	182,436	14	261	107,369	11	79,435
Hong Chi Association - Hong Chi Adult Education Service	31	386	361,949	43	521	492,595	37	421,105
Hong Kong & Kowloon Kaifong Women's Association Tsang Hui Yuk Wan Social Centre for the Elderly	4	105	29,559	3	67	23,265	5	31,086
Hong Kong Association of the Deaf	33	350	408,772	39	410	497,166	37	475,987
Hong Kong Blind Union	7	82	58,515	2	20	14,105	3	25,182
Hong Kong Employment Development Service Ltd.	14	305	128,506	10	217	90,517	13	111,023

Name of NGO	2011/12			2012/13			2013/14 <sup>@</sup>	
	Number of classes conducted	Number of enrolment	Approved subvention amount (\$)	Number of classes conducted	Number of enrolment	Approved subvention amount (\$)	Number of classes approved*	Approved subvention amount (\$)
Hong Kong Evangelical Church Tai Hing Bradbury Elderly Centre	3	61	24,063	3	63	25,948	3	27,332
Hong Kong Family Welfare Society	5	100	45,379	7	134	57,581	7	57,965
Hong Kong Federation of Women's Centres	13	258	104,503	10	198	73,551	8	62,890
Hong Kong Lutheran Social Service, Lutheran Church - Hong Kong Synod	44	836	327,968	39	754	299,570	46	333,643
Hong Kong Macao Conference of Seventh-Day Adventists	25	883	222,550	26	838	211,179	27	209,686
Hong Kong Mutual Encouragement Association Limited Cheng Yu Tung Social Centre for the Elderly	not in the Scheme			4	86	32,599	6	86,291
Hong Kong Mutual Encouragement Association Ltd. Jane Shu Tsao Social Centre for the Elderly	class cancelled		17,657 <sup>#</sup>	not in the Scheme			8	63,135
Hong Kong New Immigrant Service Association	5	84	47,796	5	75	71,943	9	72,341
OIWA Limited	4	65	44,976	6	89	60,896	7	72,000
Hong Kong PHAB Association	2	20	35,466	4	50	47,137	2	22,615
Hong Kong Rehabilitation Power	1	10	17,231	2	20	31,043	5	58,520
Hong Kong Sheng Kung Hui Welfare Council	1	11	16,739	1	10	14,081	not in the Scheme	
Hong Kong Single Parents Association	13	245	113,247	12	222	83,116	12	84,037
Hong Kong Society for the Deaf	15	166	156,038	13	149	133,363	9	99,120
Hong Kong Women Christian Council	not in the Scheme			not in the Scheme			5	58,358
Hong Kong Young Women's Christian Association - Elderly Continuing Education Centre	9	142	70,247	2	31	31,747	not in the Scheme	
Hong Kong Young Women's Christian Association (Membership Affairs Department)	1	28	11,934	not in the Scheme			not in the Scheme	

Name of NGO	2011/12			2012/13			2013/14 <sup>@</sup>	
	Number of classes conducted	Number of enrolment	Approved subvention amount (\$)	Number of classes conducted	Number of enrolment	Approved subvention amount (\$)	Number of classes approved*	Approved subvention amount (\$)
Hong Kong Young Women's Christian Association (Mongkok Continuing Education Centre/Hong Kong East Continuing Education Centre)	44	1237	598,576	50	1427	663,053	52	686,454
Hong Kong Young Women's Christian Association Cheung Ching Neighbourhood Elderly Centre	25	472	153,539	29	597	175,197	26	156,098
Hong Kong Young Women's Christian Association Chi Po Neighbourhood Elderly Centre	13	207	93,403	13	211	90,474	10	66,969
Hong Kong Young Women's Christian Association Ellen Li District Elderly Community Centre	17	270	108,304	19	300	119,587	21	128,712
Hong Kong Young Women's Christian Association Ming Yue District Elderly Community Centre	13	215	89,716	8	130	60,152	not in the Scheme	
Industrial Evangelistic Fellowship Limited	6	93	61,690	6	91	62,131	3	36,902
Industrial Relations Institute	8	125	74,155	7	106	61,157	6	49,671
International Church of The Foursquare Gospel - Hong Kong District Limited	4	89	43,964	4	93	44,035	4	42,119
KCRA Community Education Enhancement Center Limited	not in the Scheme			4	74	55,986	4	38,301
Kowloon City Baptist Church	9	234	75,077	8	195	67,030	9	71,932
Kowloon Women's Organisations Federation Limited	5	70	50,006	8	115	68,252	8	65,836
Lam Tin Estate Kai Fong Welfare Association Limited	5	85	55,815	5	85	52,886	5	55,970
Light And Love Home Limited	3	67	24,134	3	72	18,660	3	24,236
Lok Chi Association Limited	3	35	41,182	4	48	53,801	5	62,623
Lok Sin Tong Chan Lai Jeong Kiu Social Centre for the Elderly	3	65	33,508	3	62	32,917	3	25,579
Methodist Epworth Village Community Centre, Social Welfare	5	121	40,907	4	86	41,611	5	41,934

Name of NGO	2011/12			2012/13			2013/14 <sup>@</sup>	
	Number of classes conducted	Number of enrolment	Approved subvention amount (\$)	Number of classes conducted	Number of enrolment	Approved subvention amount (\$)	Number of classes approved*	Approved subvention amount (\$)
Methodist Study Trust	6	67	62,691	7	73	71,442	6	60,881
Mongkok Kai-Fong Association Ltd.	13	239	76,099	13	250	68,521	18	83,978
Neighbourhood & Worker's Education Centre (Kwai Hing)	3	40	61,604	4	55	68,875	5	47,636
Neighbourhood & Worker's Education Centre (Tsing Yi)	not in the Scheme			not in the Scheme			6	57,583
Neighbourhood & Worker's Education Centre Ltd.	6	105	61,866	7	125	74,020	9	73,411
Operation Dawn Ltd.	5	109	49,750	7	171	65,910	9	84,679
Pentecostal Church of Hong Kong	31	437	241,735	29	399	223,329	34	253,473
Pok Oi Hospital	4	73	46,296	not in the Scheme			not in the Scheme	
Retina Hong Kong	3	30	32,914	5	52	57,675	4	42,284
SAHK	6	79	57,798	5	69	45,137	2	25,182
Scout Association of Hong Kong - The Friends of Scouting	3	60	37,659	4	75	83,116	13	170,013
Shatin Inhabitants Association	17	290	164,129	17	347	142,579	20	170,030
Sik Sik Yuen	33	955	279,802	32	878	272,061	32	276,595
SKH Holy Carpenter Church District Elderly Community Centre	7	131	47,882	not in the Scheme			not in the Scheme	
Society for the Aid and Rehabilitation of Drug Abusers	8	215	65,421	8	200	65,369	9	67,017
South Kwai Chung Service Centre	6	100	75,031	7	106	71,918	6	66,669
St. James' Settlement	31	349	213,579	35	375	227,781	31	208,738
Stewards Limited	8	107	91,408	8	124	71,519	9	84,060
Tai Po Pun Chung Community Education Center	not in the Scheme			class cancelled		29,747 <sup>#</sup>	not in the Scheme	
The ABM Hong Kong Swatow Baptist Church Community Service Association	2	41	29,352	2	38	45,542	2	34,831
The Association of Evangelical Free Churches of Hong Kong	12	239	132,078	14	275	144,031	13	131,485

Name of NGO	2011/12			2012/13			2013/14 <sup>@</sup>	
	Number of classes conducted	Number of enrolment	Approved subvention amount (\$)	Number of classes conducted	Number of enrolment	Approved subvention amount (\$)	Number of classes approved*	Approved subvention amount (\$)
The Chinese Rhenish Church Hong Kong Synod	3	55	25,027	3	56	25,098	3	25,182
The Church of United Brethren in Christ Hong Kong Ltd.	5	75	57,415	4	64	38,217	5	53,321
The HKFTU Hong Ling Society for the Well-being of the Elderly	6	154	46,824	11	204	82,231	8	55,314
The Hong Kong Chinese Church of Christ	1	6	9,713	not in the Scheme			not in the Scheme	
The Hong Kong Council of the Church of Christ in China	2	22	19,764	not in the Scheme			not in the Scheme	
The Hong Kong Down Syndrome Association	14	147	103,382	18	184	135,483	17	126,297
The Hong Kong Joint Council of Parents of the Mentally Handicapped	6	82	57,815	4	47	38,217	2	23,632
The Hong Kong Society for Rehabilitation	10	102	134,395	14	153	177,544	16	200,928
The Hong Kong Society for the Aged	44	1029	234,383	34	827	177,783	27	140,659
The Kowloon City Christians' Church	2	42	26,189	4	72	30,355	7	57,771
The Mental Health Association of Hong Kong	7	92	56,297	8	91	55,995	not in the Scheme	
The Neighbourhood Advice-Action Council	20	295	150,785	14	146	134,471	20	161,337
The Salvation Army	5	91	54,266	3	55	33,241	4	42,951
Tuen Mun District Women's Association Limited	8	126	75,655	8	124	70,726	not in the Scheme	
Tung Wah Group of Hospitals	13	186	94,362	17	287	121,182	21	154,843
United Labour Chi Hong Association Limited	8	152	79,999	9	153	85,981	10	110,228
Wai Ji Christian Service	8	121	75,179	7	102	65,618	4	40,626
We Care Social Service Centre Ltd.	7	116	54,302	6	92	41,881	10	67,618
Wu Oi Christian Centre	11	347	172,166	12	485	167,632	11	135,153
Yan Chai Hospital Social Services Department	14	249	131,536	15	230	138,749	18	161,471
Yan Oi Tong Ltd.	22	454	176,043	23	451	167,580	23	163,363

Name of NGO	2011/12			2012/13			2013/14 <sup>@</sup>	
	Number of classes conducted	Number of enrolment	Approved subvention amount (\$)	Number of classes conducted	Number of enrolment	Approved subvention amount (\$)	Number of classes approved*	Approved subvention amount (\$)
Yang Memorial Methodist Social Service	9	171	69,385	10	188	84,125	9	90,146
Yuen Yuen V-learn Women Centre	5	110	50,684	14	280	125,668	9	83,083
Yuk Chi Resource Centre Ltd	4	48	48,752	4	52	48,801	4	50,854
Total	1 136	22 160	11,716,658	1 155	21 956	11,733,770	1 188	11,802,306

<sup>@</sup> The statistics on enrolment are not yet available.

\* The figures provided are the number of classes approved (instead of conducted).

# As the approved classes were cancelled by the NGO, the approved subvention amount were refunded to the Labour and Welfare Bureau.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)191**

**(Question Serial No. 5732)**

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 (Ms. Nancy SO)  
Director of Bureau: Secretary for Labour and Welfare

Question (Member Question No. 600):

In connection with the Continuing Education Fund (CEF), please advise this Committee on the following:

1. For the past five years, the number of applicants for CEF by category of the courses every year and their percentage, the number of people opening a CEF account every year and the age and sex of the aforesaid applicants.
2. It is required by the CEF that an applicant has to complete the application for reimbursement within four years from the date the CEF account is opened. Please advise this Committee on the number of applicants failing to apply for reimbursement within four years for the past five years and their percentage.
3. Will the Administration consider extending the period for reimbursement application? If yes, what are the details? If no, what are the reasons?
4. Will the Administration consider raising the amount of financial assistance under the CEF? 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 –

1. The breakdown of the applications received for CEF by course domains, and the approved applications by age group in the past five years (i.e. from 2009-10 to 2013-14 (up to 31 January 2014)) are provided at Annex 1 and 2 respectively.

The Office of Continuing Education Fund does not capture the gender of the approved applicants in the record.

2. An eligible CEF account holder is required to complete his or her course(s) registered under CEF and submit claim(s) for course fee reimbursement within a validity period of four years. For the approved applications in the past four years (i.e. 2010-11, 2011-12, 2012-13, 2013-14), the four-year validity period has not yet expired and hence the number of applicants who failed to apply for reimbursement within the validity period is not yet available. For the approved applications in 2009-10, 14 408 applicants (representing 28.3% of total) had made successful claim(s) but had not used up the maximum subsidy of \$10,000 within the four-year validity period.
3. The maximum validity period of claiming CEF subsidy has been implemented following a review of the operation of CEF in 2007. At present, there is no plan to change the validity period.

4. 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. 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.



## Applications received from 2009-10 to 2013-14 (up to 31 January 2014)

Course domains / Categories	2009-10		2010-11		2011-12		2012-13		2013-14 (up to 31 January 2014)	
	No. of Applications Received	% of Total	No. of Applications Received	% of Total	No. of Applications Received	% of Total	No. of Applications Received	% of Total	No. of Applications Received	% of Total
Business Services	13 261	23.8	11 099	24.0	9 351	21.9	8 646	21.3	6 604	21.9
Creative Industries	1 331	2.4	1 085	2.3	961	2.3	941	2.3	782	2.6
Design	5 351	9.6	4 385	9.5	3 778	8.9	3 480	8.5	2 572	8.5
Financial Services	10 296	18.5	8 227	17.8	7 127	16.7	5 525	13.6	3 505	11.6
Interpersonal and Intrapersonal Skills for the Workplace	367	0.7	232	0.5	207	0.5	190	0.5	155	0.5
Languages	19 613	35.2	15 986	34.5	15 475	36.3	15 953	39.2	12 108	40.2
Logistics	2 403	4.3	1 636	3.5	1 673	3.9	1 388	3.4	1 057	3.5
Tourism	2 348	4.2	2 288	4.9	2 028	4.8	2 023	5.0	1 195	4.0
Specifications of Competency Standards-Based	433	0.8	1 053	2.3	1 512	3.5	2 295	5.6	2 062	6.8
Courses which are not reimbursable under the CEF	293	0.5	301	0.7	526	1.2	232	0.6	116	0.4
<b>Total:</b>	<b>55 696</b>	<b>100.0</b>	<b>46 292</b>	<b>100.0</b>	<b>42 638</b>	<b>100.0</b>	<b>40 673</b>	<b>100.0</b>	<b>30 156</b>	<b>100.0</b>

## Approved applications from 2009-10 to 2013-14 (up to 31 January 2014)

<b>2009-10</b>					
<b>Course Domains</b>	<b>Age Group</b> <sup>Note</sup>				
	<b>18-29</b>	<b>30-39</b>	<b>40-49</b>	<b>50-65</b>	<b>Sub-total</b>
Business Services	6 796	3 078	1 646	437	11 957
Creative Industries	843	244	95	41	1 223
Design	3 165	1 026	545	159	4 895
Financial Services	5 813	1 739	1 191	548	9 291
Interpersonal and Intrapersonal Skills for the Workplace	144	137	53	11	345
Languages	11 095	4 125	2 343	819	18 382
Logistics	904	476	467	362	2 209
Tourism	1 574	305	196	114	2 189
Specifications of Competency Standards-Based	143	115	69	54	381
<b>Total:</b>	<b>30 477</b>	<b>11 245</b>	<b>6 605</b>	<b>2 545</b>	<b>50 872</b>

<b>2010-11</b>					
<b>Course Domains</b>	<b>Age Group</b> <sup>Note</sup>				
	<b>18-29</b>	<b>30-39</b>	<b>40-49</b>	<b>50-65</b>	<b>Sub-total</b>
Business Services	5 871	2 568	1 277	354	10 070
Creative Industries	690	189	76	28	983
Design	2 520	854	392	143	3 909
Financial Services	4 903	1 192	775	452	7 322
Interpersonal and Intrapersonal Skills for the Workplace	108	63	37	8	216
Languages	9 175	3 159	1 817	672	14 823
Logistics	731	393	227	163	1 514
Tourism	1 443	345	202	103	2 093
Specifications of Competency Standards-Based	397	253	193	130	973
<b>Total:</b>	<b>25 838</b>	<b>9 016</b>	<b>4 996</b>	<b>2 053</b>	<b>41 903</b>

<b>2011-12</b>					
<b>Course Domains</b>	<b>Age Group</b> <sup>Note</sup>				
	<b>18-29</b>	<b>30-39</b>	<b>40-49</b>	<b>50-65</b>	<b>Sub-total</b>
Business Services	4 905	2 143	1 013	324	8 385
Creative Industries	586	161	63	27	837
Design	2 206	767	383	116	3 472
Financial Services	4 404	1 044	618	353	6 419
Interpersonal and Intrapersonal Skills for the Workplace	99	61	25	7	192
Languages	8 696	3 157	1 784	637	14 274
Logistics	752	437	213	122	1 524
Tourism	1 231	310	202	86	1 829
Specifications of Competency Standards-Based	628	315	207	145	1 295
<b>Total:</b>	<b>23 507</b>	<b>8 395</b>	<b>4 508</b>	<b>1 817</b>	<b>38 227</b>

<b>2012-13</b>					
<b>Course Domains</b>	<b>Age Group</b> <sup>Note</sup>				
	<b>18-29</b>	<b>30-39</b>	<b>40-49</b>	<b>50-65</b>	<b>Sub-total</b>
Business Services	4 603	1 869	901	347	7 720
Creative Industries	612	152	63	44	871
Design	2 017	650	354	168	3 189
Financial Services	3 730	619	385	248	4 982
Interpersonal and Intrapersonal Skills for the Workplace	96	55	19	5	175
Languages	10 096	2 553	1 501	720	14 870
Logistics	584	413	195	110	1 302
Tourism	1 340	293	150	73	1 856
Specifications of Competency Standards-Based	1 017	491	336	219	2 063
<b>Total:</b>	<b>24 095</b>	<b>7 095</b>	<b>3 904</b>	<b>1 934</b>	<b>37 028</b>

<b>2013-14 (up to 31 January 2014)</b>					
<b>Course Domains</b>	<b>Age Group</b> <sup>Note</sup>				<b>Sub-total</b>
	<b>18-29</b>	<b>30-39</b>	<b>40-49</b>	<b>50-65</b>	
Business Services	3 486	1 419	739	342	5 986
Creative Industries	395	106	34	36	571
Design	1 492	518	252	102	2 364
Financial Services	2 607	416	256	260	3 539
Interpersonal and Intrapersonal Skills for the Workplace	65	34	28	11	138
Languages	8 137	1 865	1 078	495	11 575
Logistics	509	288	106	54	957
Tourism	844	110	80	65	1 099
Specifications of Competency Standards-Based	917	519	319	240	1 995
<b>Total:</b>	<b>18 452</b>	<b>5 275</b>	<b>2 892</b>	<b>1 605</b>	<b>28 224</b>

Note : To be eligible for CEF subsidies, the applicant must be aged between 18 and 65 at the time of application and on seeking reimbursement of the course fees.