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Replies to initial written questions raised by Finance Committee Members in examining the Estimates of Expenditure 2016-17

Director of Bureau : Secretary for Labour and Welfare

Session No. : 21

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CONTROLLING OFFICER'S REPLY

LWB(L)001

(Question Serial No. 1515)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under Programme (3) Safety and Health at Work, the indicators for 2015 show that the number of investigations of accidents at workplaces was 15 046; the number of warnings issued by occupational safety officers was 32 812; the number of suspension/improvement notices issued was 3 145. The above 3 figures were higher than those in 2014. In this connection, has the Government assessed whether the present situation of suspected breaches of the relevant legislation at workplaces is more serious than the previous year? In this regard, what is the establishment of civil servants (including occupational safety officers, etc.) responsible for these duties in the coming year? Has assessment been made on the need to substantially increase manpower to enhance the promotion of occupational safety and monitor the compliance of relevant legislation at workplaces?

Asked by: Hon CHAN Kin-por (Member Question No. 22)

Reply:

The number of investigations of accidents at workplaces conducted by the staff of the Labour Department (LD) is subject to the nature of the accidents and the need for evidence collection. The number of suspension/improvement notices and warnings issued will depend on the circumstances and gravity of the breaches found during enforcement operations under the relevant occupational safety and health legislation. The actual number in respect of the above work varies from year to year.

Investigations of accidents at workplaces and enforcement of occupational safety and health legislation are integral parts of LD's ongoing work, and the manpower involved cannot be separately identified. LD will review the staff establishment from time to time, and adjust work priorities and deploy internal resources and manpower when necessary, so as to step up efforts in enforcement and inspections, publicity and promotion as well as education and training.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)002

(Question Serial No. 0544)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of the Employment Programme for the Middle-aged (EPM), would the Government advise this Committee:

- (a) of the number of employers and job seekers registered under EPM in each of the past 3 years; and the number of mature persons placed into employment under EPM, with breakdowns by age, gender, educational attainment, industry, occupation, job nature and mode of employment;
- (b) of the numbers of persons among those placed into employment whose length of service in the same post were less than 3 months, 3 to 6 months, more than 6 months to 1 year, more than 1 year to 2 years, and more than 2 years respectively; whether it has conducted any thorough survey to gain a better understanding of the departure of some of the mature persons after a short term of service and the reasons for that; and
- (c) whether the Government has any plan to step up the promotional and publicity efforts in 2016-17 to encourage more employers and mature persons to participate in EPM? If yes, what are the details and expenditure involved? If not, what are the reasons?

Asked by: Hon CHAN Yuen-han (Member Question No. 23)

Reply:

The information sought is provided as follows:

- (a) EPM offers employers an allowance for engaging unemployed job seekers aged 40 or above in full-time or part-time permanent jobs and providing them with on-the-job training. Employers who place vacancies with the Labour Department (LD) are not restricted to consider middle-aged job seekers exclusively, and no prior registration under EPM is required for job seekers as relevant registration can be made by their

employers after they have secured employment from the vacancies placed with LD. LD therefore does not have statistics in respect of employers and job seekers registered under EPM. In the past 3 years (i.e. 2013, 2014 and 2015), 2 562, 2 564 and 2 541 placements were respectively secured under EPM. The breakdowns by age and gender, educational attainment, industry and occupation are as follows:

(i) By age and gender

	Number of placements					
	2013		2014		2015	
Age	Male	Female	Male	Female	Male	Female
40-below 50	241	807	415	901	363	871
50-below 60	494	779	428	657	400	740
60 or above	159	82	101	62	84	83
Total	2 562		2 564		2 541	

(ii) By educational attainment

Educational attainment	Number of placements		
	2013	2014	2015
No schooling/pre-primary	14	16	6
Primary	255	265	203
Lower secondary	878	832	784
Upper secondary/sixth form	1 170	1 213	1 268
Post-secondary	245	238	280
Total	2 562	2 564	2 541

(iii) By industry

Industry	Number of placements		
	2013	2014	2015
Real estate and business services	579	684	572
Community, social and personal services	468	385	337
Manufacturing	275	288	238
Wholesale and retail trades	400	460	559
Import and export trade	142	105	118
Restaurants and hotels	317	320	351
Construction	72	76	85
Transport, storage and communications	102	84	111
Others	207	162	170
Total	2 562	2 564	2 541

(iv) By occupation

Occupation	Number of placements		
	2013	2014	2015
Managers and administrators, professionals and associate professionals	152	162	135
Clerical support workers	381	388	411
Service workers and sales workers	719	693	794
Agricultural and fishery workers and craft and related workers	88	94	77
Plant and machine operators and assemblers	99	94	116
Elementary occupations	1 123	1 133	1 008
Total	2 562	2 564	2 541

LD does not have breakdowns by job nature and mode of employment.

- (b) 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 October 2015, the retention period was less than 3 months for about 10% of the cases, 3 to 6 months for 32% of the cases, and 6 months or more for the remaining 58%. In a considerable number of cases of short retention periods, job seekers left employment early to take up other jobs or for personal reasons such as health or family grounds.
- (c) In 2016-17, LD will continue to strengthen the liaison and cooperation with the non-governmental organisations serving middle-aged and mature persons. It will also continue to promote EPM and encourage middle-aged and mature persons having employment needs to participate in EPM via the dedicated webpage set up for mature persons under the Interactive Employment Service website. Moreover, LD will continue to encourage more employers to provide suitable vacancies for middle-aged and mature persons through various publicity channels, including radios, recruitment websites, mailing of promotional leaflets, Human Resources Managers' Clubs established under LD, etc. As internal resources and existing staff will be deployed for conducting the above promotional and publicity work, the expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)003

(Question Serial No. 1664)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment situation of ethnic minorities (EMs), would the Government advise this Committee:

- (a) of the number of EMs employed in Hong Kong so far (with breakdowns by gender, age, educational attainment, nationality, residential district, industry, occupation, mode of employment and salary level);
- (b) of the total number of EM job seekers registered and, of these, the number of successful placements through the referral services of the Labour Department (LD) in 2015 (with breakdowns by gender, age, educational attainment, nationality, residential district, industry, occupation, mode of employment and salary level); and
- (c) whether LD has any plan to review and improve the existing employment support services provided for EMs in 2016-17, including increasing the number of interpreters and shortening the waiting time for interpretation service, setting up additional special counters in job centres to help EMs find jobs, raising the awareness of EM culture among frontline staff and their competency in handling related work, as well as allocating additional resources for public education and promotion so as to enhance employers' and the public's awareness and understanding of the Race Discrimination Ordinance (RDO)? If yes, what are the details? If not, what are the reasons?

Asked by: Hon CHAN Yuen-han (Member Question No. 24)

Reply:

The information sought is provided as follows:

- (a) According to the 2011 Population Census conducted by the Census and Statistics Department (C&SD), the data of EMs working in Hong Kong (excluding foreign

domestic helpers) are set out at Annex 1. C&SD does not collect breakdown figures by mode of employment.

- (b) In 2015, there were 994 EM job seekers registered with LD for employment services. Of these, the number of placements secured through LD's referral services was 75. 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, around 99% of the vacancies advertised through LD are open for direct application by job seekers. Breakdowns of placements secured for EM job seekers through LD's referral by gender, age, educational attainment, ethnic origin, residential district, industry, occupation and salary level are at Annex 2. LD does not keep breakdown figures by mode of employment.
- (c) In addition to general employment services and facilities, LD has set up special counters and resource corners in all job centres in various districts to provide EM job seekers with job referral services and employment information. Tailor-made employment briefings are also regularly organised by the centres to help EMs understand the latest employment market situation and improve job search skills.

In 2016-17, LD will continue to make arrangements with non-governmental organisations (NGOs) to provide telephone simultaneous interpretation service, as necessary, for EM job seekers who do not speak Chinese and English, as well as to provide them with on-the-spot simultaneous interpretation service at large-scale and district-based inclusive job fairs. In addition, LD will continue to employ trainees of the Youth Employment and Training Programme who can communicate in EM languages as employment services ambassadors (ESAs) in job centres or industry-based recruitment centres under the Employment Services Ambassador Programme for Ethnic Minorities, so as to strengthen the employment services for EMs.

To raise the sensitivity of frontline staff to EM culture, LD will continue to invite NGOs familiar with their culture to organise talks on EM customs and culture as well as skills in communicating with EMs. Moreover, LD will arrange regular training on anti-discrimination legislation for its staff and procure books on serving EM communities for circulation, in order to enhance staff's understanding of and skills in rendering services to EMs. Meanwhile, the staff at job centres will also get to know EMs better through collaborating and getting along with ESAs of different ethnic origins continuously in their daily work.

On publicity, education and training in 2016-17, the Equal Opportunities Commission will continue to promote employers' and the public's awareness and understanding of RDO through a series of programmes, including online publicity and roving exhibitions, as well as seminars and training for employers, employees, educational institutions, NGOs and community groups, etc.

Number of ethnic minorities working in Hong Kong
(excluding foreign domestic helpers)

(i) Working ethnic minorities by age group and gender, 2011

Age group	Male	Female	Both sexes
15-below 25	3 489	3 384	6 873
25-below 35	15 557	9 671	25 228
35-below 45	19 673	11 240	30 913
45-below 55	13 423	7 718	21 141
55-below 65	6 183	2 813	8 996
65 and above	2 117	271	2 388
Total	60 442	35 097	95 539

(ii) Working ethnic minorities by educational attainment (highest level attained), 2011

Educational attainment (highest level attained)	Working ethnic minorities
No schooling/pre-primary	635
Primary	4 886
Lower secondary	6 758
Upper secondary/sixth form	24 296
Post-secondary	58 964
Total	95 539

(iii) Working ethnic minorities by nationality, 2011

Nationality	Working ethnic minorities
Chinese	8 158
British	14 488
Indian	10 735
Nepalese	8 822
Filipino	8 042
Japanese	6 849
Australian	6 019
American	5 535
Pakistani	4 129
Thai	3 788
Indonesian	1 619
Others	17 355
Total	95 539

(iv) Working ethnic minorities by residential district (District Council district), 2011

District Council district	Working ethnic minorities
Central & Western	14 733
Wan Chai	9 445
Eastern	6 218
Southern	6 439
Yau Tsim Mong	12 903
Sham Shui Po	2 268
Kowloon City	5 840
Wong Tai Sin	1 604
Kwun Tong	3 027
Kwai Tsing	2 516
Tsuen Wan	2 307
Tuen Mun	2 934
Yuen Long	5 372
North	1 018
Tai Po	1 756
Sha Tin	3 154
Sai Kung	5 222
Islands and marine	8 783
Total	95 539

(v) Working ethnic minorities by industry, 2011

Industry	Working ethnic minorities
Manufacturing	2 779
Construction	5 135
Import/export, wholesale and retail trades	21 697
Transport, storage, postal and courier services	8 139
Accommodation and food services	9 454
Information and communications	4 283
Financing and insurance	11 902
Real estate, professional and business services	14 192
Public administration, education, human health and social work activities	12 118
Miscellaneous social and personal services	5 406
Others ⁽¹⁾	434
Total	95 539

Note: (1) “Others” include such industries as “Agriculture, forestry and fishing”, “Mining and quarrying”, “Electricity and gas supply”, “Water supply; sewerage, waste management and remediation activities” and industrial activities inadequately described or not classifiable.

(vi) Working ethnic minorities by occupation, 2011

Occupation	Working ethnic minorities
Managers and administrators	25 831
Professionals/associate professionals	32 181
Clerical support workers/service and sales workers	20 716
Craft and related workers, plant and machine operators and assemblers	5 357
Elementary occupations	11 415
Skilled agricultural and fishery workers, and occupations not classifiable	39
Total	95 539

(vii) Working ethnic minorities by monthly income from main employment, 2011

Monthly income from main employment (HK\$)	Working ethnic minorities
Below \$4,000	4 411
\$4,000-below \$10,000	19 677
\$10,000-below \$15,000	14 418
\$15,000-below \$20,000	8 541
\$20,000-below \$25,000	6 360
\$25,000-below \$30,000	4 033
\$30,000 and above	38 099
Total	95 539

**Number of placements secured for ethnic minority job seekers
through the referral of the Labour Department in 2015**

(i) By gender

Gender	No. of placements
Male	43
Female	32
Total	75

(ii) By age

Age	No. of placements
15-below 20	4
20-below 30	21
30-below 40	29
40-below 50	12
50-below 60	8
60 or above	1
Total	75

(iii) By educational attainment

Educational attainment	No. of placements
Primary 6 or below	13
Secondary 1-3	11
Secondary 4-5	22
Secondary 6-7	9
Post-secondary	20
Total	75

(iv) By ethnic origin

Ethnic origin	No. of placements
Pakistani	28
Filipino	14
Indian	4
Thai	7
Indonesian	2
Nepalese	6
Others	14
Total	75

(v) By residential district

Residential district	No. of placements
Hong Kong Island	9
Kowloon West	9
Kowloon East	18
New Territories East	5
New Territories West	34
Total	75

(vi) By industry

Industry	No. of placements
Manufacturing	2
Construction	6
Wholesale, retail and import/export trades	19
Restaurants and hotels	20
Transport, storage and communications	13
Financing, insurance, real estate and business services	5
Community, social and personal services	9
Others (including government sector)	1
Total	75

(vii) By occupation

Occupation	No. of placements
Professionals	1
Clerical support workers	15
Service workers	15
Shop sales workers	5
Craft and related workers	1
Plant and machine operators and assemblers	1
Elementary occupations	37
Total	75

(viii) By salary level

Monthly earnings	No. of placements
Below \$4,000	2*
\$4,000-below \$5,000	0
\$5,000-below \$6,000	4
\$6,000-below \$7,000	2
\$7,000-below \$8,000	4
\$8,000-below \$9,000	3
\$9,000-below \$10,000	14
\$10,000-below \$11,000	17
\$11,000-below \$12,000	8
\$12,000-below \$13,000	9
\$13,000-below \$14,000	1
\$14,000 or above	11
Total	75

* Placements with monthly earnings below \$4,000 were all part-time or temporary jobs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)004

(Question Serial No. 2407)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations (2) Employment Services
(4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding women employment, would the Government provide the following information:

- (a) What were the specific work and expenditure involved to unleash the working potential of women in 2015-16?
- (b) How much funding has been earmarked for promoting women employment in 2016-17?
- (c) Does the Government have any plan to review the outdated Employment Ordinance to encourage more women to enter the labour market, such as entitling pregnant employees to full-pay maternity leave and extended statutory maternity leave, implementing Standard Working Hours, conducting annual review of the Statutory Minimum Wage (SMW) rate and plugging legislative loopholes to protect female employees from exploitation in casual jobs? If yes, what are the details and the estimated timetable? If not, what are the reasons?

Asked by: Hon CHAN Yuen-han (Member Question No. 49)

Reply:

The information sought is provided as follows:

- (a)&(b) To remove the barriers for women to enter or stay in employment, the Government launched measures in 2015-16 to enhance child care services, including increasing, by phases, the provision of about 5 000 Extended Hours Service (EHS) places at aided child care centres (CCCs) and kindergarten-cum-CCCs in districts with high demand (1 200 of such places were provided in 2015-16). The

measure involved an estimated full-year expenditure of about \$127 million. From 2015-16 onwards, the Government has also provided resources for aided standalone CCCs and service units providing EHS and Occasional Child Care Service to enhance supervisory and administrative support. The measure involved an estimated full-year expenditure of about \$5.6 million.

Besides, to reinforce family support between generations and enhance child care to support women in fulfilling work and family commitments, the Government has also launched a 2-year pilot project on Child Care Training for Grandparents in March 2016. The pilot project involves an expenditure of about \$3.3 million, which will be funded by the Lotteries Fund.

To support women employment, the Employees Retraining Board (ERB) offered on a pilot basis the Modular Certificates Accumulation Scheme in 2015-16 to allow trainees who could not enrol in the Foundation Certificate in Post-natal Care Worker Training on a full-time basis to flexibly arrange their time for further studies and acquire recognised qualifications. ERB also introduced a pilot First-Hire-Then-Train Scheme to assist unemployed persons aged 40 or above (mainly home-makers) in securing employment as care workers for residential care homes for the elderly. Moreover, women may enrol in over 700 training courses in accordance with their own aspirations, interests and training needs.

In 2016-17, ERB will continue to organise courses under the Modular Certificates Accumulation Scheme to facilitate trainees to flexibly arrange their time for study and obtain graduation certificates with qualification equivalent to corresponding full-time courses. ERB will also explore the extension of the pilot First-Hire-Then-Train Scheme to cover other training courses with market demand. In addition, to support new arrivals (mainly women) to undertake part-time employment, ERB will put in place a part-time job referral platform under the Smart Starter Pilot Scheme to provide free referral to part-time non-home related job vacancies and follow-up services for new arrivals who have completed courses offered by ERB.

In 2015-16, the Labour and Welfare Bureau (LWB) earmarked a funding of \$2 million to the Women's Commission (WoC) for launching the Funding Scheme for Women's Development (Funding Scheme) under the theme of "Women's Employment". Under the Funding Scheme, 18 District Councils and various women's groups may implement various programmes relating to women employment. In 2015-16, funding was provided to 54 projects under the Funding Scheme. In 2016-17, LWB will continue to provide funding to WoC for implementation of the Funding Scheme.

In 2015-16, the Labour Department (LD) provided comprehensive and free employment services for job seekers, including women, through a network of 13 job centres, 3 industry-based recruitment centres, the Telephone Employment Service Hotline, the Interactive Employment Service (iES) website, and numerous vacancy search terminals installed at various locations across the territory. All job centres provide personalised employment advisory service. Job seekers may

meet the employment officers in job centres to obtain employment market information and job search advice, and join LD's employment programmes with the assistance of employment officers to enhance their employability.

To meet the wishes of some job seekers (especially women) to find part-time jobs to release time for fulfilment of their family or other commitments, LD has specially set up a dedicated webpage on part-time vacancies under the iES website and organised thematic part-time job fairs in job centres since May 2015, in order to facilitate job seekers interested in part-time employment, including women, to search for suitable vacancies.

LD promoted family-friendly employment practices (FFEP) to the community in 2015-16 through a wide range of publicity channels and various educational and promotional activities, including publications, large-scale seminars, roving exhibitions, newspaper feature articles, periodicals of major employers' associations and trade union federations, public transport network as well as regular meetings and exchanges with business executives and human resources managers.

In 2016-17, LD will continue to assist job seekers, women in particular, who wish to work part-time in securing employment. LD will also continue to widely promote FFEP among the public and encourage employers to help employees, including women, achieve a balance between work and family life through various channels, a range of educational and promotional activities and the production of a new set of television and radio Announcements in the Public Interest.

As the expenditure involved in ERB's work mentioned above is absorbed within its operating cost, and the promotion of women employment is an integral part of LD's work, the expenditure involved cannot be separately identified.

- (c) The Government has reviewed labour legislation from time to time so as to improve employees' rights and benefits progressively, having regard to Hong Kong's social changes and pace of economic development, and taking into account the need to strike a reasonable balance between the interests of employers and employees. For example, over the past few years, the Government has implemented SMW, criminalised defaults on payment of awards of the Labour Tribunal or Minor Employment Claims Adjudication Board, and implemented statutory paternity leave for men. The Government will continue to conduct timely reviews of labour legislation to improve employees' rights and benefits.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)005

(Question Serial No. 3038)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

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

- (a) the respective numbers of individual-based applications and household-based applications since the implementation of the Scheme and, among which, the number of successful applications and its percentage share in the total number of applications (with breakdowns by the applicant's gender, age, household size, residential district, industry, monthly wage level and rate of subsidy granted);
- (b) the number of rejected applications since the implementation of the Scheme (with a breakdown by reason for rejection) and, among which, the respective numbers of individual-based applications and household-based applications; and
- (c) whether the Government has any plan to increase the level of subsidy rate to further alleviate the burden of travelling expenses incurred in commuting to and from work on the grassroots in 2016-17? If yes, what are the details and additional expenditure involved? If not, what are the reasons?

Asked by: Hon CHAN Yuen-han (Member Question No. 48)

Reply:

The information sought is provided as follows:

- (a) As at end-February 2016, the WITS Scheme received a total of 320 116 applications, including 131 791 individual-based applications and 188 325 household-based applications. The Labour Department (LD) has completed processing of 312 453 applications. Of these, 278 333 applications involving a gross applicant count of 293 774 were granted the subsidy, representing 89% of the applications with

processing completed. Breakdowns of the number of applicants who were granted the subsidy (gross applicant count) by gender, age, household size, residential district, industry, monthly wage and rate of subsidy granted are set out at Annex.

- (b) As at end-February 2016, 3 134 applications, including 928 individual-based applications and 2 206 household-based applications, were rejected for the following reasons:

Reason	No. of applications
Asset limit being exceeded	1 510
Income limit being exceeded	1 024
Insufficient supporting information	703
Travelling expenses not incurred in commuting to and from work	251
Applicant being a full-time student or trainee not in employment	141
Applicant not being lawfully employed and self-employed	115
Applicant working less than 36 hours per month	101
On-the-job transport allowance granted under the Transport Support Scheme	8

More than 1 reason may be applicable to the same application.

- (c) LD is conducting a comprehensive review of the WITS Scheme, covering its objectives, eligibility criteria, level of subsidy rate, modus operandi and effectiveness.

Work Incentive Transport Subsidy Scheme

Number of applicants granted the subsidy (gross applicant count) as at end-February 2016
with breakdowns by gender, age, household size, residential district,
industry, monthly wage and rate of subsidy granted

Breakdown by gender

Gender	No. of applicants granted the subsidy (gross applicant count)
Male	132 984
Female	160 790
Total	293 774

Breakdown by age

Age	No. of applicants granted the subsidy (gross applicant count)
15 - below 20	2 484
20 - below 30	29 621
30 - below 40	51 607
40 - below 50	92 617
50 - below 60	80 938
60 or above	36 507
Total	293 774

Breakdown by household size

Household size	No. of applicants granted the subsidy (gross applicant count)
1 person or individual-based application*	124 654
2 persons	53 865
3 persons	54 110
4 persons	46 176
5 persons	11 175
6 persons or above	3 794
Total	293 774

* Individual-based applicants did not provide information about their household size.

Breakdown by residential district

District Council district	No. of applicants granted the subsidy (gross applicant count)
Central & Western	2 026
Eastern	10 283
Southern	5 217
Wan Chai	1 056
Kowloon City	11 763
Kwun Tong	40 804
Sham Shui Po	22 884
Wong Tai Sin	21 175
Yau Tsim Mong	6 710
Islands	6 702
Kwai Tsing	31 072
North	15 314
Sai Kung	10 922
Sha Tin	19 965
Tai Po	7 758
Tsuen Wan	7 958
Tuen Mun	33 142
Yuen Long	37 697
Outside Hong Kong	1 326
Total	293 774

Breakdown by industry

Industry	No. of applicants granted the subsidy (gross applicant count)
Manufacturing	16 804
Construction	10 216
Import/export, wholesale and retail trades	37 852
Accommodation and food services	47 648
Transportation, storage, postal and courier services, information and communications	25 148
Financing, insurance, real estate, professional and business services	108 523
Public administration, social and personal services	44 299
Others	3 284
Total	293 774

Breakdown by monthly wage

Average monthly wage	No. of applicants granted the subsidy (gross applicant count)
\$6,000 or below	73 951
Above \$6,000 - \$7,000	46 148
Above \$7,000 - \$8,000	62 511
Above \$8,000	111 164
Total	293 774

Breakdown by rate of subsidy granted

Rate of subsidy granted	No. of applicants granted the subsidy (gross applicant count)
Full-rate subsidy	267 429
Half-rate subsidy	4 443
Full-rate and half-rate subsidy in different months	21 902
Total	293 774

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)006

(Question Serial No. 0022)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out in table form the number of imported workers applied for under the Supplementary Labour Scheme (SLS) and the success rate, by industry and job title, in each of the past 3 years (i.e. 2013, 2014 and 2015).

Take the importation of cooks as an example. What was the respective average time taken from receipt of applications to completion of the vetting procedure in each of the past 3 years? What was the longest and shortest processing time among these cases in each year?

Asked by: Hon Tommy CHEUNG Yu-yan (Member Question No. 23)

Reply:

In 2013, 2014 and 2015, employers applied to import 4 110, 6 613 and 4 689 workers respectively under SLS. The corresponding numbers of imported workers approved were 1 847, 2 722 and 2 880, representing respectively 44.9%, 41.2% and 61.4% of the number of imported workers applied for in these 3 years. Breakdowns of the number of imported workers applied for and approved by industry and job title are at Annexes 1 to 4.

The Labour Department does not keep statistics on the processing time for applications for importation of workers in individual job titles (e.g. cook).

**Number of imported workers applied for and approved
under SLS in 2013, 2014 and 2015:
a breakdown by industry**

Industry	Number of imported workers applied for*			Number of imported workers approved*		
	2013	2014	2015	2013	2014	2015
1. Agriculture and Fishing	688	656	658	414	563	547
2. Manufacturing	296	411	224	76	187	126
3. Construction	320	2 716	1 250	566	342	938
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	666	283	395	76	158	154
5. Transport, Storage and Communications	178	32	44	2	4	17
6. Financing, Insurance, Real Estate and Business Services	663	400	303	8	23	5
7. Community, Social and Personal Services	1 299	2 115	1 815	705	1 445	1 093
Total	4 110	6 613	4 689	1 847	2 722	2 880

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2013:
a breakdown by job title**

Job title	Number of imported workers applied for*	Number of imported workers approved*
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

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2014:
a breakdown by job title**

Job title	Number of imported workers applied for*	Number of imported workers approved*
1. Care Worker (Elderly Service)	1 885	1 377
2. Livestock/Poultry/Fish/Crop Farm Worker	475	439
3. Gardening Worker	146	127
4. Cook	146	90
5. Tunnel Worker	94	86
6. Machine Operator	87	41
7. Trackworker	75	53
8. High Voltage Overhead Transmission Lines Technician	55	55
9. Bean Curd/Soya Bean/Bean Sprout Processing Worker	26	44
10. Others	3 624	410
Total	6 613	2 722

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2015:
a breakdown by job title**

Job title	Number of imported workers applied for*	Number of imported workers approved*
1. Care Worker (Elderly Service)	1 361	1 035
2. Livestock/Poultry/Fish/Crop Farm Worker	469	391
3. Cook	224	85
4. Bar Bender and Fixer	200	103
5. Gardening Worker	177	128
6. Rigger/Metal Formwork Erector	110	30
7. Quality Controller/Inspector/Control Supervisor	90	56
8. Structural Steel Welder	80	4
9. Care Worker (Disabled Service)	79	43
10. Others	1 899	1 005
Total	4 689	2 880

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

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CONTROLLING OFFICER'S REPLY

LWB(L)007

(Question Serial No. 0023)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding accidents in the food and beverage services sector, please provide a breakdown by type of accidents and its percentage share among all accidents in the food and beverage sector, the number of injuries/deaths and the amount of compensation claimed for work injuries in the past 3 years (i.e. 2013-2015).

Asked by: Hon Tommy CHEUNG Yu-yan (Member Question No. 24)

Reply:

In the full years of 2013 and 2014, as well as the first 3 quarters of 2015, the numbers of industrial accidents in the food and beverage services sector were 5 740, 5 566 and 4 045 respectively. No industrial fatalities occurred during these periods. A breakdown by type of accidents and percentage share among all industrial accidents in the food and beverage services sector is provided at Annex.

The amounts of employees' compensation for work injuries payable in 2013, 2014 and 2015 in the food and beverage services sector were \$99.0 million, \$103.6 million and \$113.1 million respectively.

**Industrial Accidents in the Food and Beverage Services Sector in 2013, 2014 and
the First 3 Quarters of 2015 by Type of Accidents**

Type of accidents	2013		2014		First 3 quarters of 2015		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	1 269	22.1%	1 208	21.7%	907	22.4%	3 384	22.0%
Injured by hand tool	1 251	21.8%	1 186	21.3%	769	19.0%	3 206	20.9%
Slip, trip or fall on same level	1 026	17.9%	1 072	19.3%	764	18.9%	2 862	18.6%
Injured whilst lifting or carrying	880	15.3%	842	15.1%	700	17.3%	2 422	15.8%
Striking against fixed or stationary object	638	11.1%	530	9.5%	378	9.3%	1 546	10.1%
Striking against or struck by moving object	327	5.7%	338	6.1%	223	5.5%	888	5.8%
Others	349	6.1%	390	7.0%	304	7.6%	1 043	6.8%
TOTAL	5 740	100.0%	5 566	100.0%	4 045	100.0%	15 351	100.0%

Note: Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2015. The industrial accident statistics of the full year of 2015 will be released in April 2016.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)008****(Question Serial No. 2372)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please set out in table form the top 3 industries that accounted for the largest number of applications to the Protection of Wages on Insolvency Fund (PWIF) in each of the past 3 years (i.e. 2013, 2014 and 2015) by the amount of payment and number of applications. What was the financial position of PWIF in each of the past 3 years (i.e. 2013-14, 2014-15 and 2015-16) and what is the estimated financial position for 2016-17?

Asked by: Hon Tommy CHEUNG Yu-yan (Member Question No. 25)Reply:

The 3 industries that accounted for the largest amount of payment made by PWIF in each of the past 3 years are provided below:

Year	Industry	Amount of payment (\$million)
2013	Import and export trade	11.5
	Construction	5.9
	Food and beverage service activities	4.2
2014	Import and export trade	12.0
	Food and beverage service activities	8.3
	Construction	6.7
2015	Retail trade	13.8
	Construction	9.9
	Food and beverage service activities	9.0

The industries that accounted for the largest number of applications to PWIF in the past 3 years are provided below:

Year	Industry	Number of applications
2013	Construction	356
	Food and beverage service activities	271
	Import and export trade	245
2014	Food and beverage service activities	473
	Import and export trade	396
	Construction	394
2015	Construction	755
	Food and beverage service activities	563
	Retail trade	535

The financial position of PWIF in the past 3 years and the coming year is provided below:

Year	Income (\$million)	Expenditure (\$million)	Surplus (\$million)
2013-14	494.8	68.9	425.9
2014-15	421.5	81.4	340.1
2015-16	349.3*	76.5*	272.8*
2016-17 (Estimates)	410.5	117.7	292.8

* Figures as at January 2016

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CONTROLLING OFFICER'S REPLY**LWB(L)009****(Question Serial No. 1372)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

- (a) Please provide a breakdown of the number of applications to the Protection of Wages on Insolvency Fund (PWIF) from 2011-12 to 2015-16 by the time required to effect payment.
- (b) Please provide breakdowns of the number of applications to PWIF from 2011-12 to 2015-16 by industry, the total amount claimed and the average amount of ex gratia payment made per application.
- (c) Please provide the financial position of PWIF in the past 5 years (i.e. from 2011-12 to 2015-16) and the estimated financial position for 2016-17.
- (d) What measures does the Government take to simplify the procedures of verifying applications for PWIF to shorten the time required to effect ex gratia payment?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 4)Reply:

The information sought is provided as follows:

- (a) A breakdown of successful applications from 2011 to 2015 by the time required to effect payment is provided below*:

Time required to effect payment upon receipt of the necessary information and documents by the Labour Department	No. of successful applications				
	2011	2012	2013	2014	2015
4 weeks or less	3 741	2 767	1 773	2 108	2 812
More than 4 weeks to 6 weeks	106	105	79	77	69
More than 6 weeks to 8 weeks	38	15	3	1	13
More than 8 weeks to 10 weeks	1	0	0	0	0
Total	3 886	2 887	1 855	2 186	2 894

* The Labour Department (LD) does not keep a breakdown of the time required to effect payment by financial year

- (b) A breakdown of the applications received and the amount claimed from 2011-12 to 2015-16 by industry is provided below:

Year	Industry	No. of applications	Amount (\$ million)
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	Construction	404	14.1
	Food and beverage service activities	311	8.5
	Import and export trade	286	29.7
	Land transport	186	16.4
	Travel agency, reservation service and related activities	176	5.8
	Other personal service activities	169	4.8
	Others	647	62.0
	Total	2 179	141.3
2014 -15	Food and beverage service activities	623	20.5
	Import and export trade	376	44.6
	Construction	331	10.0
	Retail trade	125	6.6
	Education	89	5.7
	Financial service activities (except insurance and pension funding)	88	29.7
	Others	845	82.2
	Total	2 477	199.3
2015-16 (up to February)	Construction	709	23.3
	Retail trade	516	41.5
	Food and beverage service activities	478	13.4

Year	Industry	No. of applications	Amount (\$ million)
2016)	Libraries, archives, museums and other cultural activities	420	3.6
	Import and export trade	266	37.9
	Security and investigation activities	78	1.4
	Others	573	51.7
	Total	3 040	172.8

The average amount of ex gratia payment made per approved application is provided below[#]:

	2011-12	2012-13	2013-14	2014-15	2015-16 (up to February 2016)
Amount	\$19,524	\$23,420	\$26,903	\$26,548	\$20,456

[#] LD does not keep a breakdown by industry

- (c) The financial position of PWIF from 2011-12 to 2015-16 and the estimated financial position for 2016-17 are provided below:

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	494.8	68.9	425.9
2014-15	421.5	81.4	340.1
2015-16	349.3*	76.5*	272.8*
2016-17 (estimates)	410.5	117.7	292.8

* Figures as at January 2016

- (d) LD has simplified the procedures of verifying applications for PWIF by taking various measures, including dispensing with the requirement for PWIF applicants to attend interviews at the Wage Security Division of LD under normal circumstances, thereby saving their time; devising a set of guidance notes and document list to facilitate the submission of necessary information and documents by the applicants; and obviating the requirement for referral to the Legal Aid Department (LAD) for certain categories of insolvency cases, including cases where the employer concerned employed less than 20 employees and is under voluntary liquidation. In addition, LD has established linkage to the on-line computer system of LAD so as to follow up more closely the progress of individual cases under winding-up/bankruptcy petitions.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)010

(Question Serial No. 1373)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Programme has mentioned "supporting the Standard Working Hours (SWH) Committee's work in submitting a report to the Government and promoting understanding of the working hours policy". Please provide information on:

- (a) the work progress of the SWH Committee and the scheduled time for submission of the report, as well as the expenditure and staff establishment involved;
- (b) the follow-up actions to be taken by the Government upon receipt of the report from the SWH Committee.

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 5)

Reply:

The information sought is provided as follows:

- (a) The SWH Committee is preparing a consultation document on the working hours policy directions being explored, and plans to launch the second-stage consultation before the end of April 2016. Upon completion of the consultation exercise, the SWH Committee will prepare a report for submission to the Government.

In 2016-17, the Labour Department plans to retain 16 time-limited posts, comprising 13 Labour Officer Grade posts and 3 General Grade posts, to support the remaining work of the SWH Committee and follow up on its report. The estimated expenditure involved in the year is \$7.82 million (excluding staff cost).

- (b) Upon receipt of the report, the Government will give careful and thorough consideration to the SWH Committee's recommendations.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)011

(Question Serial No. 1374)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding occupational accidents in the construction industry, please provide the following information:

- (a) Please provide a breakdown of injuries and fatalities in the construction industry by type of accidents and its percentage share among all construction accidents, as well as the accident rates per 1 000 workers in the past 3 years (i.e. 2013-14, 2014-15 and 2015-16).
- (b) What measures does the Government take to reduce the number of accidents in the construction industry?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 6)

Reply:

The information sought is provided as follows:

- (a) In the full years of 2013 and 2014, as well as the first 3 quarters of 2015, there were respectively 3 232, 3 467 and 2 755 industrial accidents in the construction industry. The respective industrial accident rates per 1 000 workers were 40.8, 41.9 and 39.6. A breakdown by type of accidents is provided at Annex.
- (b) In addition to carrying out routine inspections as well as educational and publicity work, the Labour Department will intensify the following systemic preventive and enforcement measures in 2016-17 to tackle fall-from-height hazards and other work hazards posed to construction workers:
 - (i) containing work risks at source by targeting systemic work risks such as work-at-height, lifting operations and electrical work, including enhancing

liaison with major works project proponents and asking them to urge their contractors to strengthen site safety management systems in respect of high-risk processes and enhance safety audits of major works projects;

- (ii) strengthening the analysis of underlying systemic risks of serious construction accidents, instituting targeted inspections and enforcement actions, organising thematic seminars on work safety and formulating codes of practice on work safety; and
- (iii) collaborating with trade associations, workers' unions, professional bodies, related organisations and other government departments to explore measures to enhance work-at-height safety. The measures include encouraging more contractors and workers to use standard-conforming mobile working platforms and requiring workers to use safety helmets with chin straps, so as to further protect workers' safety while working at height.

**Industrial Accidents in Construction Industry in the Full Years of 2013 and 2014
as well as the First 3 Quarters of 2015 by Type of Accidents**

Type of accidents	2013		2014		First 3 quarters of 2015 ^a		Total number of construction accidents from 2013 to the first 3 quarters of 2015 ^b	Share of total number of construction accidents	Number of industrial fatalities in the full year of 2015	Number of industrial fatalities in the full years from 2013 to 2015
	Number of construction accidents ^b	Share of total number of construction accidents ^c	Number of construction accidents ^b	Share of total number of construction accidents ^c	Number of construction accidents ^b	Share of total number of construction accidents ^c				
Trapped in or between objects	133	4.1%	203 (2)	5.9%	122	4.4%	458 (2)	4.8%	1	3
Injured whilst lifting or carrying	488	15.1%	447	12.9%	496	18.0%	1 431	15.1%	0	0
Slip, trip or fall on same level	779	24.1%	855	24.7%	683	24.8%	2 317	24.5%	0	0
Fall of person from height	431 (15)	13.3%	372 (7)	10.7%	278 (4)	10.1%	1 081 (26)	11.4%	9	31
Striking against fixed or stationary object	304	9.4%	387	11.2%	287	10.4%	978	10.3%	0	0
Striking against or struck by moving object	602 (2)	18.6%	640 (2)	18.5%	414	15.0%	1 656 (4)	17.5%	1	5
Stepping on object	6	0.2%	9	0.3%	8	0.3%	23	0.2%	0	0
Exposure to or contact with harmful substance	15	0.5%	24	0.7%	10	0.4%	49	0.5%	0	0
Contact with electricity or electric discharge	10	0.3%	12 (2)	0.3%	7 (3)	0.3%	29 (5)	0.3%	3	5
Trapped by collapsing or overturning object	5	0.2%	4	0.1%	2	0.1%	11	0.1%	0	0
Struck by falling object	49 (2)	1.5%	68 (5)	2.0%	85 (3)	3.1%	202 (10)	2.1%	3	10
Struck by moving vehicle	17 (1)	0.5%	25	0.7%	26	0.9%	68 (1)	0.7%	1	2
Contact with moving machinery or object being machined	216	6.7%	213	6.1%	177	6.4%	606	6.4%	0	0
Drowning	1 (1)	0.03%	0	0%	0	0%	1 (1)	0.01%	0	1
Exposure to fire	4	0.1%	3 (1)	0.1%	5	0.2%	12 (1)	0.1%	0	1
Exposure to explosion	6	0.2%	2	0.1%	5	0.2%	13	0.1%	0	0
Injured by hand tool	97	3.0%	106	3.1%	87	3.2%	290	3.1%	0	0
Injured by fall of ground	2 (1)	0.1%	0	0%	0	0%	2 (1)	0.02%	0	1
Asphyxiation	0	0%	1 (1)	0.03%	0	0%	1 (1)	0.01%	1	2
Contact with hot surface or substance	12	0.4%	23	0.7%	16	0.6%	51	0.5%	0	0
Injured by animal	0	0%	0	0%	1	0.04%	1	0.01%	0	0
Others	55	1.7%	73	2.1%	46	1.7%	174	1.8%	0	0
TOTAL	3 232 (22)	100.0%	3 467 (20)	100.0%	2 755 (10)	100.0%	9 454 (52)	100.0%	19	61

- Notes: (a) Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2015. The industrial accident statistics of the full year of 2015 will be released in April 2016.
- (b) Figures in brackets denote the number of industrial fatalities which has also been included in the number of accidents.
- (c) Percentages may not add up to 100% due to rounding of figures.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)012

(Question Serial No. 1375)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) operates 2 Youth Employment Resource Centres (YERCs) in the name of Youth Employment Start (Y.E.S.) which targets to provide personalised advisory and support services on employment and self-employment to young people aged 15 to 29. In this connection, would the Government advise this Committee of the following:

- (a) Please provide a breakdown of the estimated expenditure and staff establishment of the 2 YERCs in 2016-17.
- (b) Does the Government stipulate any criteria for evaluating and assessing the effectiveness of YERCs? If yes, what is their effectiveness? If not, what are the reasons?
- (c) In recent years, the Government has been proactively promoting youth entrepreneurship. What is the role of YERCs in supporting youth entrepreneurship? How will the Government strengthen the related work in the future?
- (d) Has the Government considered setting up more YERCs to strengthen the training for young people, enhance their employability and provide one-stop employment advisory service?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 7)

Reply:

The information sought is provided as follows:

- (a) In 2016-17, the estimated expenditure (excluding staff cost) for operating the 2 YERCs is about \$19.3 million. At present, the 2 YERCs are managed by 12 LD

staff. Another 18 staff are provided by a non-governmental organisation engaged under a service contract to operate the services.

- (b) In 2015, a total of 73 394 young people benefited from the services provided by the 2 YERCs. LD conducted regular opinion surveys and focus group discussions to understand users' views on the services so as to evaluate the effectiveness of YERCs. Young people attending the training programmes and counselling found these activities and services useful in mapping out their career path and pursuing self-employment.
- (c) YERCs provide support services to young people aged between 15 and 29 who aspire to self-employment. Y.E.S. organises regular workshops relating to self-employment and entrepreneurship and provides qualified legal and accounting advisory services. It also invites young entrepreneurs to share their success stories of setting up businesses with young people, so as to equip them with self-employment and entrepreneurship skills. Self-employment Experience Days are organised in collaboration with large shopping malls to offer opportunities to young people with business aspirations to gain experience in setting up a business or self-employment. Business workstations, meeting rooms and design corners with professional design software/hardware in Y.E.S. are made available for use free of charge. LD will continue to keep in view the young people's needs for self-employment support and assist them in mapping out their career path.
- (d) The 2 YERCs in Kowloon and the New Territories are conveniently located to serve young people throughout the territory. There is no plan to set up more YERCs at this stage. LD will continue to keep in view the young people's employment needs and provide appropriate career advisory services.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)013

(Question Serial No. 1376)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

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 inspections, complaint investigations and prosecutions, etc., so as to ensure that they are operating in compliance with the law. Besides, the Programme has mentioned the plan of "introducing a code of practice (CoP) to tighten control on local employment agencies". Would the Government provide the following information:

- (a) What is the estimated expenditure and staff establishment of EAA in 2016-17?
- (b) How many overcharging or malpractice complaints against intermediaries for FDHs were received by EAA in the past 3 years (2013-14 to 2015-16)? How did EAA deal with these complaints?
- (c) How many inspections to intermediaries for FDHs were carried out by EAA in the past 3 years (2013-14 to 2015-16)? What were the types of inspections (including regular and surprise inspections)?
- (d) Please provide details of the proposal for drawing up the CoP.
- (e) Does the Government have any plan to conduct a comprehensive review on the regulation of EAs, such as introducing a demerit point system on EA licence?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 8)

Reply:

The information sought is provided as follows:

- (a) In 2016-17, the estimated expenditure of EAA (excluding staff cost) is \$2.1 million. Its staff establishment comprises 15 Labour Officer Grade staff and 6 clerical staff.
- (b) In 2013, 2014 and 2015, EAA respectively received 194, 170 and 176 complaints against EAs engaged in FDH placements. Upon receipt of complaints, EAA had initiated investigations promptly and prosecutions had been instituted where there was sufficient evidence. The numbers of EAs successfully prosecuted in these 3 years were 5, 4 and 12 respectively. For EAs convicted of overcharging, LD will consider revoking or refusing to renew their licences.
- (c) In 2013, 2014 and 2015, EAA respectively conducted 1 013, 1 352 and 1 348 inspections, covering both regular and surprise ones, to intermediaries for FDHs.
- (d)&(e) LD is drawing up a CoP for EAs. The drafting work is expected to be completed sometime in April/May 2016. The Government will then consult the industry and stakeholders. If the CoP could not achieve its objective, the Government does not rule out the introduction of other regulatory measures to strengthen the regulation of EAs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)014

(Question Serial No. 1379)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

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

- (a) the expenditure and staff establishment for YETP under LD for 2016-2017;
- (b) the number of trainees enrolled under YETP since its inception up to 2015-2016 and the training cost per person;
- (c) the placement rate, average wage and industry profile of the trainees upon completing the courses since YETP's inception up to 2015-2016?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 11)

Reply:

The information sought is provided as follows:

- (a) The estimated expenditure for implementing YETP in 2016-17 is \$112.7 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 and Youth Work Experience and Training Scheme to become a "through-train" programme - YETP. It offers 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. The number of trainees enrolled in the past 5 programme years is provided as follows:

Programme year	Number of trainees enrolled
2010/11	11 922
2011/12	9 434
2012/13	8 095
2013/14	7 753
2014/15	6 741

As the 2015/16 programme year will only end in August 2016, the full-year figure for the programme year is not yet available.

YETP trainees may flexibly choose to attend the training courses and receive various employment support services according to their interests and employment needs. The trainees participate in various activities of YETP and the duration of their participation also varies greatly. LD does not have a breakdown of the training cost per person.

- (c) Breakdowns of the number of trainees placed into on-the-job training vacancies in the past 5 programme years by average wage and industry are provided as follows:

Programme year	Number of trainees placed into on-the-job training vacancies	Average wage (\$)
2010/11	4 228	6,410
2011/12	3 341	7,047
2012/13	2 758	7,457
2013/14	3 112	8,048
2014/15	3 207	8,746

Industry	Number of trainees placed into on-the-job training vacancies				
	2010/11 Programme year	2011/12 Programme year	2012/13 Programme year	2013/14 Programme year	2014/15 Programme year
Manufacturing	185	128	94	67	76
Construction	1 073	961	879	944	1 089
Wholesale, retail and import/export trades, restaurants and hotels	658	544	453	442	367
Transport, storage and communications	561	318	288	377	430
Financing, insurance, real estate and business services	278	244	166	261	346
Community, social and personal service	1 238	932	670	777	609

Industry	Number of trainees placed into on-the-job training vacancies				
	2010/11 Programme year	2011/12 Programme year	2012/13 Programme year	2013/14 Programme year	2014/15 Programme year
Government sector	190	181	174	190	244
Others	45	33	34	54	46
Total	4 228	3 341	2 758	3 112	3 207

Every year, LD conducts a trainee development survey on trainees who have enrolled under YETP and completed the 12 months' support services. Survey findings on the placement position of trainees for the past 5 programme years are provided as follows:

Programme year	Number of trainees in employment at the time of the survey
2010/11	75.5%
2011/12	72.2%
2012/13	74.8%
2013/14	73.3%
2014/15	83.5%

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)015****(Question Serial No. 1381)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

At present, the Labour Department (LD) operates 13 job centres and 3 industry-based recruitment centres (for the catering industry, construction industry and retail industry). Please provide information on:

- (a) the estimated expenditure and staff establishment of the job centres in 2016-2017; and
- (b) the total number and average monthly number of people using the service of the job centres, as well as the unit cost in the past 3 years.

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 13)Reply:

The information sought is provided as follows:

- (a) In 2016-17, the estimated expenditure for operating the 13 job centres is about \$11.52 million (excluding staff cost). The number of staff is as follows:

Post	Number of staff
Senior Labour Officer	1
Labour Officer	12
Assistant Labour Officer I	8
Assistant Labour Officer II	26
Clerical Officer	37
Assistant Clerical Officer	86
Clerical Assistant	8
Workman II	2
Programme Officer	7
Contract Clerk	16
Total:	203

- (b) In 2015, a total of 67 221 job seekers registered for free employment services provided by LD. For most of the job seekers, registration is not a pre-requisite for them to make use of the various facilities and services provided at the job centres. They can also directly contact the employers who have placed advertisements 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 hence cannot provide the unit cost.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)016

(Question Serial No. 1382)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide this Committee with the following information:

- (a) breakdowns 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 2015-16;
- (b) breakdowns 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: Dr Hon CHIANG Lai-wan (Member Question No. 14)

Reply:

The information sought is provided as follows:

- (a) In 2015, LD secured 148 347 placements for able-bodied job seekers. Of these, 14 040 placements were secured through the referral services of LD while 134 307 placements were made through direct application by job seekers to employers who advertised their vacancies through LD. Job seekers who have found work through direct application are not required to report their placements to LD. LD therefore does not have statistics in respect of the placements of these job seekers. Breakdowns of the 14 040 placements secured through the referral of LD by age and gender, industry, occupation and earnings are as follows:

(i) By gender and age

Age	Male	Female	No. of placements
15-below 20	642	1 024	1 666
20-below 30	2 895	3 287	6 182
30-below 40	823	1 115	1 938
40-below 50	619	1 511	2 130
50-below 60	542	1 279	1 821
60 or above	134	169	303
Total	5 655	8 385	14 040

(ii) By industry

Industry	No. of placements
Manufacturing	716
Construction	224
Wholesale, retail and import/export trades	6 388
Restaurants and hotels	1 941
Transport, storage and communications	677
Financing, insurance, real estate and business services	1 676
Community, social and personal services	2 401
Others (including government sector)	17
Total	14 040

(iii) By occupation

Occupation	No. of placements
Managers and administrators	120
Professionals and associate professionals	711
Clerical support workers	2 365
Service workers	2 747
Shop sales workers	4 938
Skilled agricultural and fishery workers	21
Craft and related workers	257
Plant and machine operators and assemblers	302
Elementary occupations	2 488
Others	91
Total	14 040

(iv) By earnings

Monthly earnings	No. of placements
Below \$4,000*	422
\$4,000-below \$5,000	283
\$5,000-below \$6,000	480
\$6,000-below \$7,000	1 211
\$7,000-below \$8,000	1 023
\$8,000-below \$9,000	1 638
\$9,000-below \$10,000	2 072
\$10,000-below \$11,000	2 042
\$11,000-below \$12,000	1 858
\$12,000-below \$13,000	1 078
\$13,000-below \$14,000	810
\$14,000 or above	1 123
Total	14 040

* Placements with monthly earnings below \$4,000 were all part-time or temporary jobs.

- (b) LD does not keep statistics on the average earnings of job seekers placed through its referral services. However, LD has information on the monthly earnings of the placements secured through its referral services from 1 January to 30 April 2011 and the corresponding period in 2015 (i.e. before and after the implementation of SMW in May 2011) as follows:

Monthly earnings	No. of placements (January-April 2011)	Percentage	No. of placements (January-April 2015)	Percentage
Below \$4,000	804	14.8%	118	2.7%
\$4,000-below \$5,000	176	3.3%	87	2.0%
\$5,000-below \$6,000	593	11.0%	209	4.8%
\$6,000-below \$7,000	940	17.3%	367	8.5%
\$7,000-below \$8,000	1 021	18.8%	252	5.8%
\$8,000-below \$9,000	877	16.2%	538	12.4%
\$9,000-below \$10,000	451	8.3%	732	16.8%
\$10,000-below \$11,000	212	3.9%	696	16.0%
\$11,000-below \$12,000	104	1.9%	484	11.1%
\$12,000-below \$13,000	91	1.7%	275	6.3%
\$13,000-below \$14,000	31	0.6%	282	6.5%
\$14,000 or above	121	2.2%	309	7.1%
Total	5 421	100%	4 349	100%

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)017

(Question Serial No. 1384)

Head: (90) Labour Department

Subhead(No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide this Committee with the following information:

- (a) breakdowns 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 2015-16;
- (b) breakdowns 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: Dr Hon CHIANG Lai-wan (Member Question No. 16)

Reply:

The information sought is provided as follows:

- (a) In 2015, LD secured 2 401 placements for job seekers with disabilities. Breakdowns of the placements by age and gender, industry, occupation and monthly earnings are provided in the tables below:

- (i) By age and gender

Age group	Male	Female	No. of placements
15-below 20	59	21	80
20-below 30	547	394	941
30-below 40	314	298	612
40-below 50	230	217	447
50-below 60	147	131	278
60 and above	37	6	43
Total	1 334	1 067	2 401

(ii) By industry

Industry	No. of placements
Manufacturing	155
Construction	30
Wholesale, retail and import/export trades	218
Restaurants and hotels	710
Transport, storage and communications	93
Financing, insurance, real estate and business services	385
Community, social and personal services	491
Others (including government sector)	319
Total	2 401

(iii) By occupation

Occupation	No. of placements
Managers and administrators	19
Professionals and associated professionals	95
Clerical support workers	476
Service workers	619
Shop sales workers	528
Agricultural and fishery workers	13
Craft and related workers	22
Plant and machine operators and assemblers	19
Elementary occupations	609
Others	1
Total	2 401

(iv) By earnings

Monthly earnings	No. of placements
Below \$3,000*	542
\$3,000-below \$4,000	257
\$4,000-below \$5,000	242
\$5,000-below \$6,000	194
\$6,000-below \$7,000	221
\$7,000-below \$8,000	257
\$8,000-below \$9,000	228
\$9,000-below \$10,000	186
\$10,000 or above	274
Total	2 401

* Placements with monthly earnings below \$3,000 were all part-time jobs.

- (b) LD does not keep statistics on the average earnings of job seekers placed through referral services. A breakdown of the placements for job seekers with disabilities by monthly earnings from 1 January to 30 April 2011 and the corresponding period in 2015 (i.e. before and after the implementation of SMW in May 2011) is provided below:

Monthly earnings	No. of placements (January-April 2011)	Percentage	No. of placements (January-April 2015)	Percentage
Below \$3,000	227	34.1%	189	23.1%
\$3,000-below \$4,000	78	11.7%	115	14.1%
\$4,000-below \$5,000	76	11.4%	93	11.4%
\$5,000-below \$6,000	82	12.3%	63	7.7%
\$6,000-below \$7,000	107	16.1%	66	8.1%
\$7,000-below \$8,000	62	9.3%	88	10.8%
\$8,000-below \$9,000	26	3.8%	79	9.7%
\$9,000-below \$10,000	3	0.5%	65	7.9%
\$10,000 or above	5	0.8%	60	7.3%
Total	666	100%	818	100%

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)018****(Question Serial No. 1385)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

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

- (a) The respective figures of persons with disabilities employed by government departments from 2013-14 to 2015-16:

Type of disability	2013-14	2014-15	2015-16
(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 disability			
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 2013-14 to 2015-16:

Type of disability	2013-14	2014-15	2015-16
(1) Mobility restrictions			

Type of disability	2013-14	2014-15	2015-16
(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 disability			
Total			

- (c) Has the Government 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 Government 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: Dr Hon CHIANG Lai-wan (Member Question No. 17)

Reply:

The information sought is provided as follows:

- (a) According to the statistics compiled by the Government as at 31 March each year^{Note 1}, the numbers of persons with disabilities employed in the civil service in the past 2 years^{Note 2} with breakdown by types of disability^{Note 3} are as follows:

Type of disability	2013-14	2014-15
(1) Physical disability	1 696	1 626
(2) Visual impairment	439	412
(3) Hearing impairment	335	352
(4) Ex-mentally ill persons	366	352
(5) Intellectual disability	17	15
(6) Visceral disability	546	544
(7) Others (e.g. autism, speech impairment, specific learning difficulties, etc.) ^{Note 4}	16	18
Total	3 415	3 319
Percentage of strength of civil service	2%	2%

Notes:

- 1 The statistics are compiled on the basis of information available to the management of bureaux/departments (e.g. through the requests of applicants during the recruitment

process for special arrangements for selection interview/test having regard to their disabilities, or applications from serving officers with disabilities for financial assistance to purchase technical aids to assist in their performance of duties).

- 2 The relevant statistics as at 31 March 2016 will be available in the third/fourth quarter of 2016.
- 3 Persons with colour blindness or defective colour perception are excluded.
- 4 The Government does not collect separate statistics relating to disability types (4), (6), (7) and (8) in the question. Persons with these types of disabilities are grouped under the "Others" type in the above table.

- (b) In 2013, 2014 and 2015, LD secured 2 461, 2 464 and 2 401 placements for persons with disabilities respectively. A breakdown of the placements by type of disability is as follows:

Type of disability	2013	2014	2015
(1) Physical disability (including mobility restrictions)	204	195	199
(2) Visual impairment	83	73	73
(3) Hearing impairment (including speech impairment)	528	556	489
(4) Ex-mental illness	614	608	539
(5) Autism	84	107	118
(6) Specific learning difficulties	18	17	34
(7) Attention deficit/hyperactivity disorder	11	25	14
(8) Intellectual disability	663	606	633
(9) Chronic illness	256	277	302
Total:	2 461	2 464	2 401

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

- (c) The Government's policy objective is to assist persons with disabilities in getting prepared for employment, taking up productive jobs in society on the basis of their abilities, developing their potential and achieving self-reliance with a view to fostering social integration and building a caring and supportive society.

The Government welcomes persons with disabilities to apply for government jobs. Suitable policies and facilitating measures are implemented to ensure that persons with disabilities will have equal access, like other applicants, to job opportunities in the Government. These measures include allowing applicants with disabilities who meet the basic entry requirements to attend selection interview/test direct without being subject to any shortlisting criteria. The Government will sustain its efforts in providing assistance for persons with disabilities who are interested in joining the Government.

As regards support for employers, the Social Welfare Department (SWD) will continue to implement the Support Programme for Employees with Disabilities which provides employers of persons with disabilities with a one-off subsidy in respect of

each employee with disabilities for procurement of assistive devices and/or workplace modifications. Employers of persons with disabilities are offered subsidy of up to \$20,000 for each employee with disabilities. SWD has also implemented enhancement measures which include increasing the maximum level of subsidy up to \$40,000 for procurement of single item of assistive device and its essential accessories for deserving cases.

LD has been promoting employment of persons with disabilities to employers and providing support to employers of persons with disabilities. LD will maintain contact with employers of persons with disabilities to keep in view the work progress of employees with disabilities and render appropriate services. In 2016-17, LD will engage a non-governmental organisation under a pilot scheme to provide professional counselling service to needy job seekers with disabilities.

The Labour and Welfare Bureau has launched the Talent-Wise Employment Charter and Inclusive Organisations Recognition Scheme (the Scheme) since 2013 to mobilise the Government, public and private sectors to make joint 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.

- (d) The Government has no plan at this stage to introduce a mandatory employment quota system to avoid creating a negative labelling effect which is not conducive to persons with disabilities' integration into the community. The Government will, as in the past, continue to actively provide vocational training and employment support for persons with disabilities, adopt positive encouragement measures, such as giving due recognition to good employers, sharing good practices and providing incentive and assistance to employers, so as to increase job opportunities for persons with disabilities and enhance employers' willingness to accept and devise facilitating measures for the employment of persons with disabilities, thereby fostering an inclusive society.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)019

(Question Serial No. 1386)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

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

- (a) Please set out the manpower and expenditure involved in publicity, consultation service and enforcement through inspections regarding the implementation of SMW in 2016-17.
- (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 2015-16 and what were the investigation results?
- (c) What was the total number of inspections against violations of MWO conducted by LD in 2015-16 and what were the inspection results?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 18)

Reply:

The information sought is provided as follows:

- (a) The estimated expenditure for publicising SMW in 2016-17 is \$3.55 million. As the publicity, consultation service and enforcement through inspections for SMW are undertaken by staff among their other duties, the manpower and expenditure involved cannot be separately identified.
- (b) In 2015, LD held 209 SMW-related consultation meetings with enquirers. LD also received 63 complaints against employers' non-compliance with MWO. Follow-up actions on all these complaints confirmed that employees of most cases had received SMW or had recovered the shortfall in wages.

- (c) In 2015, LD conducted 38 601 workplace inspections to establishments of various industries to check employers' compliance with labour laws such as MWO. Including reported cases, 9 cases involving suspected violation of MWO were detected. Follow-up actions on all such cases confirmed that employees of most cases had received SMW or had recovered the shortfall in wages. LD issued 1 warning to an employer suspected to have contravened MWO and secured 4 convictions for breach of SMW requirement.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)020

(Question Serial No. 1387)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information relating to government service contractors:

- (a) Please set out the number of workers hired by government service contractors in 2015-16, the job titles or occupations involved, the government departments served, their average hourly wage and monthly salary, their average working hours and number of holidays.
- (b) In engaging service contractors, does the Government assess if they have taken comprehensive occupational safety measures?
- (c) Will the Government consider reviewing the criteria for engaging government service contractors by making it a requirement in the terms of contract to provide comprehensive employees' benefits and take occupational safety measures?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 19)

Reply:

The information sought is provided as follows:

- (a) Individual bureaux/departments (B/Ds) are responsible for their own procurement of services to meet operational needs, and for administering and overseeing the related service contracts. The Labour Department (LD) does not keep information on the procurement of each B/D and the employment terms of the employees concerned.
- (b) Individual B/Ds will consider various factors and circumstances according to their own needs in engaging service contractors, and assess whether the contractors can fulfil the requirements laid down in the service contracts in selecting suitable service contractors. If a contractor fails to take adequate safety measures as stipulated in the

occupational safety and health legislations, LD will handle the case in accordance with the law.

- (c) Individual B/Ds formulate and review the criteria for engaging government service contractors according to their own needs. Generally speaking, the terms of service contracts have included a requirement for contractors to provide employees with protection such as statutory employment rights and benefits and occupational safety and health. If a contractor fails to comply with the relevant legislations, LD will handle the case in accordance with the law.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)021

(Question Serial No. 1388)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

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

- (a) Please set out the respective numbers of breaches of the Employment Ordinance (EO) and Immigration Ordinance (IO) by FDHs and their employers as well as the category of offences committed in the past 3 years.
- (b) Are there any strategies, measures or inspections to reduce non-compliance of EO or IO by FDHs and their employers?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 20)

Reply:

The information sought is provided as follows:

- (a) In 2013, 2014 and 2015, the numbers of cases in which FDH employers were convicted of offences under EO were 3, 3 and 2 respectively. The offences were related to late payment or non-payment of wages, holidays, or defaults on the awarded payment of the Labour Tribunal.

Over the same period, the numbers of cases in which FDHs were arrested for breaching IO were 793, 749 and 962 respectively. The cases involved FDHs taking up illegal employment, making false representations to officers of the Immigration Department (ImmD) for obtaining FDH employment visas or overstaying. The numbers of cases in which FDH employers were arrested for breaching IO were 200, 148 and 135 respectively. The cases involved employers illegally employing FDHs,

instructing FDHs to perform non-domestic duties, or aiding or abetting FDHs in making false representations to officers of ImmD for obtaining employment visas.

- (b) To enhance understanding of FDHs and their employers of the relevant provisions in EO and IO and the consequences of non-compliance, LD and ImmD produce practical guides, leaflets and posters in a number of FDHs' mother languages, organise roving exhibitions and seminars to promote the relevant provisions, place advertisements in local newspapers usually read by FDHs, set up information kiosks at the popular gathering places of FDHs on their rest days, broadcast television and radio Announcements in the Public Interest and disseminate information to FDHs through the publicity channels of mobile network operators. Meanwhile, LD has been collaborating more closely with the consulates concerned in organising briefings for newly-arrived FDHs to provide relevant information to them. Relevant materials in different languages are provided to the consulates concerned, FDH groups and non-governmental organisations as well and are uploaded to LD's website for public viewing. Moreover, LD produces leaflets specifically for FDH employers to remind them of the points to note when employing FDHs. LD also briefs employment agencies through talks and seminars on matters relating to the employment of FDHs.

Regarding the efforts against FDHs engaging in activities in breach of IO, relevant measures and enforcement actions taken by ImmD include: assessing FDHs' employment visa applications in a rigorous manner, enhancing intelligence collection, stepping up investigation and prosecution against FDHs taking up unauthorised work, enhancing publicity and encouraging the public to report illegal employment.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)022

(Question Serial No. 1389)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding combating illegal employment, would the Government 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 2016-17?
- (b) What were the numbers of cases of illegal employment, and the employers and illegal workers involved in the past 3 years (2013-14 to 2015-16)? How many of these cases involved torture claims, including those made before and after arrest?
- (c) The torture claim mechanism is abused by some claimants who seek to work illegally in Hong Kong. Has the Government considered adopting new measures to tackle the problem of illegal employment?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 21)

Reply:

The information sought is provided as follows:

- (a) In 2016-17, the Labour Department (LD) will continue to mount intelligence-based joint operations with the Police and the Immigration Department (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 labour inspectors who are also responsible for the enforcement of various labour laws. Hence, LD cannot separately

identify the expenditure and staff establishment involved in combating illegal employment. LD has earmarked \$220,000 as expenditure for publicity against illegal employment in 2016-17.

- (b) The number of cases of suspected illegal employment detected by LD and the numbers of employers and illegal workers involved in the past 3 years are tabulated as follows:

	2013	2014	2015
Number of cases of suspected illegal employment	215	206	198
Number of employers involved	169	131	149
Number of illegal workers involved	312	233	281

All cases of suspected illegal employment were referred to ImmD or the Police for further follow-up. LD does not have information as to whether these cases involved torture claims.

- (c) Combating illegal employment is an ongoing effort of LD. In 2016-17, LD will continue to proactively collect intelligence and combat illegal employment at various levels in conjunction with other law enforcement departments. LD will also regularly review the effectiveness of the enforcement actions.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)023

(Question Serial No. 1390)

Head: (90) Labour Department

Subhead (No. & title): ()

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

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding tackling involuntary false self-employment, would the Government provide the following information:

- (a) Please set out the staff establishment and expenditure involved in tackling false self-employment in 2016-17.
- (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 3 years (from 2013-14 to 2015-16) and, among which, the number of successful convictions.
- (c) Since the implementation of Statutory Minimum Wage, the problem of disputes involving false self-employment in the labour market has been getting worse. In this regard, has the Government considered educating employees on how to protect their statutory rights in an employer-employee relationship through publicity and education, and stepping up efforts in monitoring and tackling the employer-initiated signing of self-employment contracts by employees?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 22)

Reply:

The information sought is provided as follows:

- (a) LD staff responsible for detecting false self-employment are also responsible for the enforcement of various labour laws. Therefore, the manpower and expenditure involved in tackling false self-employment cannot be separately identified.

- (b) The numbers of complaints on false self-employment handled by LD in the past 3 years are as follows:

Year	Number of complaints handled
2013	21
2014	13
2015	15

Of the above complaints, LD successfully took out 1 prosecution and the employer involved pleaded guilty.

- (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. Following the implementation of the Minimum Wage Ordinance (MWO), LD has strengthened its educational and publicity efforts on false self-employment through various activities, including broadcasting television and radio Announcements in the Public Interest, distributing leaflets and promotional materials, displaying posters, issuing newspaper feature articles, placing advertisements in the public transport network and periodicals of trade union federations, and promoting relevant messages at large-scale seminars and roving exhibitions.

Since the implementation of MWO, LD has rigorously conducted workplace inspections to low-paying sectors to deter breaches of labour laws, including false self-employment. Employees suspected to have been deprived of their employment rights and benefits under the pretext of self-employment can lodge complaints through LD's hotline. LD will continue to promptly investigate all complaints received and take out prosecution whenever there is sufficient evidence.

The number of claims involving false self-employment filed with LD since the implementation of MWO is about 1% of all the claim cases received. This is similar to the position before the commencement of MWO.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1391)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the protection of occupational safety and health, would the Government provide the following information:

- (a) the details of and expenditure and staff establishment for the publicity, educational and promotional campaigns as well as inspections targeting various contraventions of the occupational safety and health codes for 2016-17;
- (b) whether the Government has considered introducing measures targeting industries with more occupational injuries, such as catering, transport, manufacturing and construction industries, to enhance the awareness of employers and employees in these industries on occupational safety and health?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 23)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) will continue to adopt a multi-pronged strategy to enhance occupational safety and health in various industries through inspection and enforcement, education and training as well as publicity and promotion. LD will also launch special enforcement operations targeting high-risk processes, such as work-at-height, lifting operations and electrical work. In respect of publicity, education and promotion, LD will, in collaboration with the Occupational Safety and Health Council, major trade associations and the workers' unions concerned, organise promotional campaigns to enhance the occupational safety and health awareness of employers and employees in various industries through training courses, seminars, roving exhibitions, out-reaching promotional visits, television and radio Announcements in the Public Interest, occupational safety and health messages

publicised on newspapers and LD's webpages, and compilation and updating of safety guidelines. LD will also conduct inspections and promotions for different industries and workplaces in accordance with the risks of the industries and work processes involved. The above work is an integral part of LD's ongoing work on occupational safety and health, and the expenditure and manpower involved cannot be separately identified.

- (b) Apart from the education, publicity and promotion efforts mentioned above, LD will launch in 2016-17 large-scale promotional campaigns targeting the construction and catering industries to enhance the safety awareness of employers and employees in these 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 continue to keep in view the occupational accident rates and occupational injuries in other industries, including the transport and manufacturing industries, and enhance publicity and promotional programmes on occupational safety and health for the industries concerned where necessary.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)025

(Question Serial No. 1392)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

There are views in the community that the Government should conduct a comprehensive review on the existing legislation on the age limit of industry personnel. Would the Government advise this Committee of the following:

- (a) the occupations which are currently subject to a statutory retirement age and the requirements concerned; whether it has compiled statistics on such occupations in relation to the average retirement age in the past 3 years, the number of serving employees, as well as the number and percentage of those employees expected to be retiring within the coming 3 years;
- (b) given that elderly persons of the present age generally have better health conditions than those in the past, and that technological advancements have rendered many occupations less physically demanding than in the past, does it have plans to conduct a review and industry consultations on whether the statutory retirement ages of various occupations still suit the present circumstances, so as to explore room for upward adjustment of the retirement ages; if yes, what are the details; if not, what are the reasons; and
- (c) whether it has studied and formulated measures to promote elderly-friendly work environment to encourage elderly employment; if yes, what are the details; if not, what are the reasons?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 24)

Reply:

The information sought is provided as follows:

- (a) & (b) Under the Security and Guarding Services Ordinance (Cap. 460), there are 4 categories (A, B, C and D) of Security Personnel Permits (SPP). Category B SPP covers a wide range of security services. Its holders may perform guarding work in respect of any persons, premises or properties. Category C SPP is required for performing guarding work which requires the carrying of arms and ammunition. The upper age limits for Categories B and C SPP are set at the age of 70 and 55 respectively. At present, there are 274 600 and 1 600 Categories B and C holders respectively. Among them, there are about 5 400 Category B SPP holders aged between 67 and 69, and 67 Category C SPP holders aged between 52 and 54. The Government does not keep information on the average retirement age of security personnel, the number of serving security personnel, and the number and percentage of those expected to be retiring within the coming 3 years.

In line with the Population Policy of extending the working life of citizens and unleashing the potential of local workforce, and having considered the actual situation of the security industry and its regulatory requirements and consulted the trade and labour organisations, the Security and Guarding Services Industry Authority raised the upper age limit of Category B security personnel from 65 to 70 and imposed a biennial medical check requirement for holders aged 65 or above on 18 December 2015.

To ensure navigational safety of non-local vessels within the waters of Hong Kong, the Pilotage Ordinance (Cap. 84) stipulates that all vessels of 3 000 gross tonnage or over and some other specified vessels, while navigating in the waters of Hong Kong, shall be under the pilotage of licensed pilot. In May 2013, the Ordinance was amended to allow Class I pilots beyond the age of 65 to continue to work in accordance with their licences until the age of 68. The statistics of serving and retired pilots are set out at Annex 1.

Under the Education Ordinance (Cap. 279), a teacher or principal in the establishment of an aided school shall normally not continue to be employed if he/she has attained the age of 60 years or more before the commencement of the school year. However, the Permanent Secretary for Education may issue to the Incorporated Management Committee or School Management Committee of the aided school concerned permission to continue to employ the teacher or principal aged 60 or above for a period of not more than one school year. The maximum aggregate period for which permission may be issued shall be five consecutive school years. The statistics on teachers of public sector secondary and primary schools are set out at Annex 2.

- (c) Since 1 June 2015, the Government has raised the retirement age for new recruits to the civilian grades to 65 and that for the disciplined services grades to 60. As regards extending the service of serving civil servants, a Post-retirement Service Contract Scheme has been introduced, which enables departments to engage retired civil servants on contract terms to undertake ad hoc duties requiring specific civil service expertise or experience. Meanwhile, the staff sides have

been engaged in discussions about the implementation details of adjusted mechanism on further employment of civil servants beyond retirement age.

In respect of the promotion of a friendly working environment for mature persons, the Labour Department will continue to encourage employers, through various publicity channels and a range of educational and promotional activities, to adopt friendly employment practices at workplaces, which include measures suitable for mature persons, having regard to the individual circumstances of their companies. The activities include staging roving exhibitions in various districts throughout the territory, publishing feature articles in newspapers, widely distributing publications, broadcasting on television and radio, placing advertisements in the public transport network and publicising relevant messages through different employers' networks, etc.

Statistics of Serving and Retired Pilots

Serving Pilots

At present, there are a total of 105 licensed pilots and 3 apprentice pilots in Hong Kong.

Retired Pilots

A total of 10 pilots retired in the past 3 years (i.e. 2013, 2014 and 2015) at an average retirement age of 64.8.

A total of 8 pilots are expected to retire in the coming 3 years (i.e. 2016, 2017 and 2018), which represents 7.6% of the current number of serving licensed pilots.

Statistics on Teachers in Public Sector Secondary and Primary Schools

- A. The total number of teachers and retired teachers as well as the average age of the retired teachers in public sector secondary and primary schools

	2013/14 School year	2014/15 School year	2015/16 [#] School year
Total number of teachers	41 817	42 218	42 287
Number of teachers reported to have retired	492	519	562
Average age of the retired teachers (as at 31 August before the commencement of the respective school year)	59	59	59

Note: The number of teachers and the related statistics include principals. The total number of teachers does not include the number of retired teachers in the respective school years.

[#] Provisional figures

- B. The estimated number of teachers (including principals) who will reach the age of 60 in public sector secondary and primary schools

School year	Number of teachers (percentage)
2016/17 [*] (as at 31 August 2016)	About 520 (1.2%)
2017/18 (as at 31 August 2017)	About 530 (1.2%)
2018/19 (as at 31 August 2018)	About 640 (1.5%)

^{*} The number of teachers (including principals) of 2016/17 school year includes those aged above 60.

Notes:

- (1) The above table is compiled based on the teacher data of the 2015/16 school year. The figures are only rough estimates of the number of retired teachers in the respective school years as some teachers may choose to retire before or beyond the age of 60. Besides, the total number and the composition of teachers may be subject to change in the next few years.
- (2) Figures in brackets are the respective percentages to the total number of teachers in the 2015/16 school year.
- (3) The data of the 2015/16 school year are provisional.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)026

(Question Serial No. 1393)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Employees' Compensation Ordinance (ECO), Occupational Deafness (Compensation) Ordinance (ODCO) and Pneumoconiosis and Mesothelioma (Compensation) Ordinance (PMCO) prescribe altogether 52 occupational diseases. Would the Government provide:

- (a) the number of confirmed cases for each type of occupational diseases in 2013-14, 2014-15 and 2015-16;
- (b) the number of services provided and the average waiting time for an appointment at the 2 occupational health clinics of the Labour Department (LD) in Kwun Tong and Fanling in 2013-14, 2014-15 and 2015-16;
- (c) whether the Government has any plan to review the types of occupational diseases and consider prescribing more common diseases suffered by employees as occupational diseases?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 25)

Reply:

The information sought is provided as follows:

- (a) The number of confirmed cases for each type of occupational diseases from 2013 to 2015 is provided below:

Occupational disease	2013	2014	2015
Occupational deafness (including monaural hearing loss)	98	102	133
Silicosis	51	68	56
Tenosynovitis of the hand or forearm	38	64	31
Mesothelioma	17	14	13
Tuberculosis	7	7	9
Gas poisoning	5	6	7
Occupational dermatitis	2	1	3
Compressed air illness	4	2	2
Asbestosis	2	2	0
Others	7	1	2
Total:	231	267	256

- (b) The number of clinical consultations and the average waiting time for an appointment of a new case at the 2 occupational health clinics in Kwun Tong and Fanling from 2013 to 2015 are provided below:

	2013		2014		2015	
	Number of clinical consultations	Average waiting time for an appointment of a new case	Number of clinical consultations	Average waiting time for an appointment of a new case	Number of clinical consultations	Average waiting time for an appointment of a new case
Kwun Tong Occupational Health Clinic	7 393	4 weeks	6 328	6 weeks	5 307	6 weeks
Fanling Occupational Health Clinic	4 462	2 weeks	4 068	3 weeks	3 747	2 weeks

- (c) LD reviews the compensable occupational diseases prescribed under ECO, ODCO and PMCO from time to time, and will update the compensable occupational diseases and expand the coverage of some occupational diseases when necessary. According to the International Labour Organization (ILO), occupational diseases are diseases having specific or strong relationship with occupations, generally with only one causal agent. In deciding whether to prescribe certain diseases as occupational diseases in Hong Kong or expand the coverage of some occupational diseases, LD will make reference to the criteria set by ILO and consider whether there is direct causal relationship between the disease and certain type of work, including factors such as whether there is any medical evidence to indicate that the disease is clearly associated with a particular occupation, and the local disease patterns.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)027

(Question Serial No. 1394)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Employment Agencies Administration (EAA) is responsible for administering Part XII of the Employment Ordinance (Cap. 57) and the Employment Agency Regulations (Cap. 57A). EAA ensures that the employment agencies are operating in compliance with the aforementioned legislations through licensing, regular and surprise inspections, complaint investigations and prosecutions, so as to protect the interests of job-seekers. Would the Government provide figures on:

- (a) the expenditure involved and staff establishment of EAA in 2016-17;
- (b) the licenses issued, inspections conducted, complaints investigated and prosecutions taken out by EAA in the past 3 years (i.e. 2013-14, 2014-15 and 2015-16)?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 26)

Reply:

The information sought is provided as follows:

- (a) The estimated expenditure of EAA (excluding staff cost) for 2016-17 is \$2.1 million. Its staff establishment comprises 15 Labour Officer Grade staff and 6 clerical staff.
- (b) In the past 3 years, the numbers of licenses issued, inspections conducted, complaints investigated and prosecutions taken out by EAA are set out below:

	2013	2014	2015
Number of licenses issued	2 718	2 843	2 775
Number of inspections conducted	1 341	1 806	1 803
Number of complaints investigated	218	182	202
Number of employment agencies successfully prosecuted	5	4	12

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)028

(Question Serial No. 1395)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) will implement the pilot Employment Services Ambassador Programme for Ethnic Minorities (ESAP), under which trainees of the Youth Employment and Training Programme (YETP) who can communicate in ethnic minority languages are employed to work as employment services ambassadors (ESAs) in LD's job centres, recruitment centres and job fairs. Please provide the details, expenditure and staff establishment of the above pilot programme.

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 27)

Reply:

To strengthen the employment services for ethnic minorities, LD has launched since September 2014 ESAP, under which trainees of YETP who can communicate in ethnic minority languages are employed as ESAs for 6 months. Since the launch of ESAP, LD has employed 63 trainees who were assigned to work in LD's job centres or industry-based recruitment centres. Their main duties were to assist in handling enquiries from job seekers, in particular ethnic minorities, on the employment services of LD, and help them use various facilities in job centres; to render on-site support in job fairs organised by LD; to assist in establishing and maintaining contact with members of the ethnic minority communities to promote the employment services of LD; and to conduct questionnaire surveys and follow-up with ethnic minority job seekers on their employment situation.

The expenditures for providing on-the-job training under ESAP were about \$0.77 million and \$1.75 million in 2014-15 and 2015-16 respectively. LD has earmarked \$1.95 million as expenditure for providing related on-the-job training in 2016-17, which includes payments for the salary and benefits of ethnic minority ESAs, training allowance for the trainees, expenditure for training programmes, etc. ESAP is implemented by LD staff among their other duties, and the manpower involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)029

(Question Serial No. 1397)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

In order to provide our youths the opportunity of living and working temporarily overseas while holidaymaking, those aged 18 to 30 may now apply for working holiday visas with the relevant host economies. Would the Government provide the following information:

- (a) the details of the Working Holiday Scheme (WHS), including the number of signatories, the length of stay allowed in each country and whether engagement in short-term employment and short-term courses is allowed, etc.;
- (b) a breakdown by country in table form of the local youths who applied for working holiday visas for other economies and the youths from other economies who applied for working holiday visas for Hong Kong in the past 3 years (2013-14 to 2015-16); and
- (c) whether the Government has any plan to explore the signing of WHS arrangements with more economies and encourage more of our youths to enrich their global exposure?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 29)

Reply:

The information sought is provided as follows:

- (a) Since 2001, the HKSAR Government has established bilateral WHS arrangements with the governments of 10 economies, namely New Zealand, Australia, Ireland, Germany, Japan, Canada, Korea, France, the United Kingdom (UK) and Austria. Save for the WHS arrangements established with the UK and Austria which allow Hong Kong youths to stay for up to 24 months and 6 months respectively, participants of the remaining 8 WHS are allowed to stay in the partner economies for up to 12 months for holidaying, taking up short-term employment to subsidise their travel

expenses, and/or studying short-term courses (except Ireland under its established visa policy).

- (b) Based on the information provided by the governments of WHS partner economies and the Immigration Department, breakdowns of the number of Hong Kong youths and youths from partner economies who were granted working holiday visas from 2013 to 2015 are set out at Annexes 1 and 2 respectively.
- (c) In the coming year, the Labour Department will continue to enhance promotion of WHS and explore the signing of new WHS arrangements with more economies and expansion of the annual quota with the governments of existing WHS partner economies, so as to give Hong Kong youths more opportunities to choose and participate in WHS.

The number of local youths who applied for
working holiday visas in 2013-15

Partner economies	Number of visas granted to Hong Kong youths		
	2013	2014	2015
New Zealand	401 ¹	403 ¹	401 ⁴
Australia	12 625	10 511	8 503
Ireland	100	100	54
Germany	150 ²	260 ²	100 ³
Japan	259	256	253
Canada	200	300	163
Korea	169	274	282
France	67 ³	65	54
United Kingdom	-	1 054	1 236
Austria	-	-	24 ⁵

Note: ¹ Statistics from April of the year to March of the following year

² Statistics from July of the year to June of the following year

³ Statistics from July to December of the year

⁴ Statistics from April to December of the year

⁵ Statistics from March to December of the year

- Scheme not yet in operation

The number of youths from partner economies who applied for
working holiday visas for Hong Kong in 2013-15

Partner economies	Number of visas granted to youths from partner economies		
	2013	2014	2015
New Zealand	58	57	59
Australia	124	172	119
Ireland	29	21	16
Germany	39	48	83
Japan	67	91	82
Canada	55	65	98
Korea	200	510	500
France	99 ¹	214	400
United Kingdom	-	270	284
Austria	-	-	15 ²

Note: ¹ Statistics from July to December of the year

² Statistics from March to December of the year

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)030

(Question Serial No. 0381)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not specified

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

In paragraph 148 of his 2015-16 Budget Speech, the Financial Secretary mentioned that “I asked all policy bureaux... to achieve more efficient use of resources through re-engineering and re-prioritising. I have also launched the ‘0-1-1’ envelope savings programme to reduce operating expenditure by a total of two per cent over the next three financial years. Resources saved will be re-allocated for new services.” Please advise this Committee of the details of the implementation of the “0-1-1” envelope savings programme by the Labour Department (LD), the services affected and expenditure involved in 2015-16 and 2016-17.

Asked by: Hon Albert HO Chun-yan (Member Question No. 20)

Reply:

In the face of an ageing population, shrinking labour supply and slowing economic growth, the Government needs to contain the growth of expenditure to ensure fiscal sustainability. “0-1-1” envelope savings programme is a fiscal planning tool aimed at achieving more efficient use of public resources through greater efforts in re-engineering and re-prioritisation such that the savings can be re-deployed to the implementation of new or enhanced services. LD’s estimated recurrent expenditure for 2016-17 reflects an increase of \$116 million (7.9%) over the revised estimate for 2015-16. The new services mainly include: establishing a dedicated employment information e-platform for job seekers with higher education; intensifying systematic preventive and enforcement efforts to tackle fall-from-height hazards and other work hazards in the construction sector; and formulating and implementing a code of practice to tighten control on local employment agencies. LD will continue to make efficient use of resources such that savings can be re-deployed to enhance existing services and meet new service needs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)031

(Question Serial No. 0382)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of 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: details of the specific work of the employment and training centre and the expenditure involved in the past year; details of the specific work of the employment and training centre and the expenditure involved in 2016-17; whether the Government 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, and a breakdown of the placement rate by occupation since the setting up of the centre.

Asked by: Hon Albert HO Chun-yan (Member Question No. 21)

Reply:

EOS in Tin Shui Wai provides free recruitment and employment services to employers and job seekers. Apart from providing a full range of semi-self-help job search facilities and employment services available at job centres of the Labour Department (LD), EOS also offers enhanced services, such as the assessment of job seekers' employment needs through a needs assessment tool for provision of tailor-made employment services, as well as case management and employment support services by registered social workers to job seekers with special employment difficulties and recipients of 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 revised estimated expenditure for EOS in 2015-16 was about \$8.2 million (excluding staff cost).

In 2016-17, EOS will continue to provide free recruitment and enhanced employment services to employers and job seekers. It will also provide case management and employment support services. LD will continue to co-organise with ERB training activities to enhance the job search skills of job seekers. The estimated operational expenses for EOS in 2016-17 are about \$8.5 million (excluding staff cost).

In mid-2014, LD conducted a review of the effectiveness of EOS based on its actual operating experience and the relevant data and information collected. The review findings were reported to the Legislative Council Panel on Manpower on 17 July 2014. The review found that EOS had effectively assisted job seekers in securing employment while enhancing labour market efficiency, and most of the service users were satisfied with the services and facilities provided at EOS. LD will continue to closely monitor and assess the performance and effectiveness of EOS on the basis of indicators such as the number of visitors, job seekers registered, job referrals made, placements secured, recruitment activities organised and users' satisfaction with the services provided.

EOS was set up in December 2011. From 2012 to 2015, a total of 265 682 visitors and 37 289 registered job seekers were recorded. Among them, 2 665 job seekers, including 105 job seekers with special employment difficulties and 2 560 unemployed able-bodied CSSA recipients referred by SWD, were provided with case management and employment support 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. From 2012 to 2015, EOS made 35 292 job referrals and secured 6 679 placements through the referral services. A breakdown of these placements by occupation is provided below:

By occupation

Occupation	No. of placements
Managers and administrators	21
Professionals and associate professionals	459
Clerical support workers	1 207
Service workers	1 412
Shop sales workers	830
Skilled agricultural and fishery workers	27
Craft and related workers	162
Plant and machine operators and assemblers	226
Elementary occupations	2 261
Others	74
Total	6 679

Currently, about 99% 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 placements to LD. LD therefore does not have information on the placement rate and occupation profile of these job seekers.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)032

(Question Serial No. 0384)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the expenditure on family-friendly policies in 2015-16? What were the details of work? This year's estimated expenditure has made no mention of family-friendly policies. Does it mean that the Government will reduce expenditure on these policies?

Asked by: Hon Albert HO Chun-yan (Member Question No. 23)

Reply:

The Labour Department (LD) has been acting as a facilitator in promoting family-friendly employment practices (FFEP) and disseminates relevant information to the community and employers through educational and promotional activities. In 2015-16, LD published a series of news supplements to share the successful experiences of a number of enterprises in implementing FFEP and publicise the advantages they brought to both employers and employees. The series were compiled into a casebook for wide distribution to related companies and parties to encourage more employers to foster a family-friendly working culture. On top of the existing general guidelines on FFEP, LD collaborated with employers and employees in the catering industry to introduce detailed industry-based practical guidelines for reference by employers in the industry. The total expenditure was about \$1.1 million.

In 2016-17, LD will continue to widely promote the adoption of FFEP among the public and encourage employers to help employees achieve a balance between work and family life through various channels, a range of educational and promotional activities, and the production of a new set of television and radio Announcements in the Public Interest. LD will also continue to promote relevant messages through industry-based Tripartite Committees. The estimated expenditure is about \$1.1 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)033

(Question Serial No. 0386)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Working Holiday Scheme (WHS), would the Government advise this Committee of:

- (a) the current number of WHS participants and the host economies they are staying in;
- (b) the new initiatives under WHS and the estimated expenditure for 2016-17?

Asked by: Hon Albert HO Chun-yan (Member Question No. 25)

Reply:

The information sought is provided as follows:

- (a) Since 2001, the HKSAR Government has established bilateral WHS arrangements with the governments of 10 economies, namely New Zealand, Australia, Ireland, Germany, Japan, Canada, Korea, France, the United Kingdom and Austria. Based on the information provided by the governments of WHS partner economies, about 70 000 Hong Kong youths were granted working holiday visas as at the end of 2015. Among them, 11 070 were granted working holiday visas in 2015. A breakdown of the figures in 2015 is set out at Annex.
- (b) In 2016-17, Labour Department (LD) will continue to enhance promotion of WHS, including organising talks, setting up relevant webpages and distributing publicity materials such as posters, pamphlets and postcards in various government organisations, public places and tertiary institutions. LD will also explore the signing of new WHS arrangements with more economies and expansion of the annual quota with the governments of existing WHS partner economies, so as to give Hong Kong youths more opportunities to choose and participate in WHS. LD has earmarked approximately \$900,000 for the above publicity work.

Partner economies	Number of visas granted
	2015
New Zealand	401 ¹
Australia	8 503
Ireland	54
Germany	100 ²
Japan	253
Canada	163
Korea	282
France	54
United Kingdom	1 236
Austria	24 ³

Note: ¹ Statistics from April to December of the year
² Statistics from July to December of the year
³ Statistics from March to December of the year

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)034

(Question Serial No. 0387)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated that the Government will establish a dedicated employment information e-platform for local residents who receive higher education outside Hong Kong and overseas talents. What are the details and expenditure involved?

Asked by: Hon Albert HO Chun-yan (Member Question No. 26)

Reply:

To strengthen employment support for persons with higher education, in particular Hong Kong students who are educated in overseas tertiary institutes, the second generation of Hong Kong emigrants who are interested in working in Hong Kong, as well as persons from overseas with higher academic/professional qualifications, the Labour Department (LD) will set up a dedicated employment information e-platform in the fourth quarter of 2016. The e-platform aims to enhance their understanding of the Hong Kong labour market as well as facilitating their search and application for suitable job openings through the new dedicated webpage. LD will collaborate with relevant bodies such as career service centres and student associations of overseas universities or colleges, and the Government's Hong Kong Economic and Trade Offices overseas to publicise the services of the dedicated employment information e-platform to persons with higher educational attainment overseas.

The estimated expenditure for 2016-17 is \$1.35 million (excluding staff cost).

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)035

(Question Serial No. 1280)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please provide breakdowns of unemployed persons, persons with disabilities, young people, new arrivals and ethnic minorities who sought employment through the employment services of the Labour Department (LD) in 2015-2016.
- (b) Please provide breakdowns, by gender, age, industry, employment district and earnings, of able-bodied job seekers and job seekers with disabilities who secured placements through the employment services in 2015-2016.

Asked by: Hon Cyd HO Sau-lan (Member Question No. 3)

Reply:

The information sought is provided as follows:

- (a) As job seekers who registered for employment services with LD are not required to report their employment situations to LD, LD does not have statistics on the number of registered job seekers who were unemployed. A breakdown of persons with disabilities, young people (i.e. aged 15 to 24), new arrivals and ethnic minorities who registered for employment services with LD in 2015 is as follows:

	No. of persons who registered for employment services *
Persons with disabilities	2 720
Young people	25 235
New arrivals	4 132
Ethnic minorities	994

* Job seekers who registered for employment services with LD may belong to more than 1 group.

- (b) In 2015, LD secured 148 347 placements for able-bodied job seekers. Of these, 14 040 placements were secured through the referral services of LD while 134 307 placements were made through direct application by job seekers to employers who advertised their vacancies through LD. As job seekers who have found work through direct application are not required to report their placements to LD, LD does not have statistics in respect of the placements of these job seekers. Breakdowns of the 14 040 placements secured through the referral services of LD by gender and age, industry and earnings are as follows:

(i) By gender and age

Age	Male	Female	No. of placements
15-below 20	642	1 024	1 666
20-below 30	2 895	3 287	6 182
30-below 40	823	1 115	1 938
40-below 50	619	1 511	2 130
50-below 60	542	1 279	1 821
60 or above	134	169	303
Total	5 655	8 385	14 040

(ii) By industry

Industry	No. of placements
Manufacturing	716
Construction	224
Wholesale, retail and import/export trades	6 388
Restaurants and hotels	1 941
Transport, storage and communications	677
Financing, insurance, real estate and business services	1 676
Community, social and personal services	2 401
Others (including government sector)	17
Total	14 040

(iii) By earnings

Monthly earnings	No. of placements
Below \$4,000 *	422
\$4,000-below \$5,000	283
\$5,000-below \$6,000	480

Monthly earnings	No. of placements
\$6,000-below \$7,000	1 211
\$7,000-below \$8,000	1 023
\$8,000-below \$9,000	1 638
\$9,000-below \$10,000	2 072
\$10,000-below \$11,000	2 042
\$11,000-below \$12,000	1 858
\$12,000-below \$13,000	1 078
\$13,000-below \$14,000	810
\$14,000 or above	1 123
Total	14 040

* Placements with monthly earnings below \$4,000 were all part-time or temporary jobs.

In 2015, LD secured 2 401 placements for job seekers with disabilities. Breakdowns of these placements by gender and age, industry and earnings are set out below:

(i) By gender and age

Age	Male	Female	No. of placements
15-below 20	59	21	80
20-below 30	547	394	941
30-below 40	314	298	612
40-below 50	230	217	447
50-below 60	147	131	278
60 or above	37	6	43
Total	1 334	1 067	2 401

(ii) By industry

Industry	No. of placements
Manufacturing	155
Construction	30
Wholesale, retail and import/export trades	218
Restaurants and hotels	710
Transport, storage and communications	93
Financing, insurance, real estate and business services	385

Industry	No. of placements
Community, social and personal services	491
Others (including government sector)	319
Total	2 401

(iii) By earnings

Monthly earnings	No. of placements
Below \$3000 *	542
\$3,000-below \$4,000	257
\$4,000-below \$5,000	242
\$5,000-below \$6,000	194
\$6,000-below \$7,000	221
\$7,000-below \$8,000	257
\$8,000-below \$9,000	228
\$9,000-below \$10,000	186
\$10,000 or above	274
Total	2 401

* Placements with monthly earnings below \$3,000 were all part-time jobs.

LD does not keep breakdowns of placements of able-bodied persons and persons with disabilities by employment district because the place of work for a considerable number of employees are not the registered address of employers, or employees are assigned to work at various places depending on the business needs of employers.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)036

(Question Serial No. 0533)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the operation of the Recruitment Centre for the Retail Industry (Recruitment Centre), would the Government advise this Committee of:

- (a) the number of vacancies received each year, with breakdowns by year, job title, mode of employment and wage level;
- (b) the number of job seekers registered each year, with breakdowns by year, age and gender; and
- (c) the number of job seekers with placements secured through the referral of the Recruitment Centre, with breakdowns by year, age, gender, job title, mode of employment and wage level?

Asked by: Hon KWOK Wai-keung (Member Question No. 17)

Reply:

The information sought is provided as follows:

- (a) Breakdowns of the number of vacancies received by the Recruitment Centre by year, job title, mode of employment and earnings are provided below:

(i) By year and job title

Job Title	No. of Vacancies		
	2013	2014	2015
Shop Sales/Assistant	51 262	57 484	57 891
Storekeeper/Stock Keeper	5 650	6 856	6 736
Cashier	5 323	5 791	4 975
Branch Manager/Shop Supervisor	2 866	3 750	4 868
Promoter	2 129	1 789	2 409
Beautician	2 211	1 739	2 212
Customer Service Clerk	3 194	3 076	1 925
Sales Representative	1 720	1 311	1 305
Packer	491	485	792
Others	7 042	5 233	4 251
Total	81 888	87 514	87 364

(ii) By year and mode of employment

Mode of Employment	No. of Vacancies		
	2013	2014	2015
Full-timer	61 942	66 054	62 091
Part-timer	19 946	21 460	25 273
Total	81 888	87 514	87 364

(iii) By year and earnings

Monthly Earnings	No. of Vacancies		
	2013	2014	2015
Below \$4,000	1 650	552	578
\$4,000-below \$5,000	2 421	1 837	1 686
\$5,000-below \$6,000	5 459	5 248	2 972
\$6,000-below \$7,000	11 481	12 207	7 909
\$7,000-below \$8,000	6 216	4 376	3 601
\$8,000-below \$9,000	14 832	11 182	12 563
\$9,000-below \$10,000	16 980	17 888	14 688
\$10,000-below \$11,000	7 393	12 527	16 082
\$11,000-below \$12,000	3 977	6 115	7 678
\$12,000-below \$13,000	4 513	6 990	6 653
\$13,000-below \$14,000	1 959	2 291	4 975
\$14,000 or above	5 007	6 301	7 979
Total	81 888	87 514	87 364

- (b) Breakdowns of the number of job seekers attending job fairs of the Recruitment Centre by year, age and gender are provided below:

(i) By year and age

Age	No. of Job Seekers		
	2013	2014	2015
15-below 20	4 793	3 960	4 619
20-below 30	13 704	12 156	11 117
30-below 40	3 657	3 376	2 862
40-below 50	2 586	2 412	2 047
50-below 60	1 320	1 414	1 280
60 or above	84	146	161
Total	26 144	23 464	22 086

(ii) By year and gender

Gender	No. of Job Seekers		
	2013	2014	2015
Male	11 136	9 685	9 023
Female	15 008	13 779	13 063
Total	26 144	23 464	22 086

- (c) Breakdowns of the number of job seekers with placements secured through job fairs at the Recruitment Centre by year, age, gender, job title, mode of employment and earnings are provided below:

(i) By year and age

Age	No. of Job Seekers with Placements Secured		
	2013	2014	2015
15-below 20	603	690	720
20-below 30	2 778	2 559	2 633
30-below 40	597	598	515
40-below 50	350	393	275
50-below 60	122	142	155
60 or above	4	4	6
Total	4 454	4 386	4 304

(ii) By year and gender

Gender	No. of Job Seekers with Placements Secured		
	2013	2014	2015
Male	1 693	1 598	1 600
Female	2 761	2 788	2 704
Total	4 454	4 386	4 304

(iii) By year and job title

Job Title	No. of Job Seekers with Placements Secured		
	2013	2014	2015
Shop Sales/Assistant	3 168	3 113	3 243
Storekeeper/Stock Keeper	180	207	248
Cashier	333	337	293
Branch Manager/Shop Supervisor	56	71	39
Promoter	52	91	42
Beautician	20	35	23
Customer Service Clerk	326	276	164
Sales Representative	112	38	46
Packer	50	39	38
Others	157	179	168
Total	4 454	4 386	4 304

(iv) By year and mode of employment

Mode of Employment	No. of Job Seekers with Placements Secured		
	2013	2014	2015
Full-timer	3 292	2 964	2 730
Part-timer	1 162	1 422	1 574
Total	4 454	4 386	4 304

(v) By year and earnings

Monthly Earnings	No. of Job Seekers with Placements Secured		
	2013	2014	2015
Below \$4,000	81	39	22
\$4,000-below \$5,000	153	110	85
\$5,000-below \$6,000	283	399	153
\$6,000-below \$7,000	379	462	499
\$7,000-below \$8,000	339	331	391
\$8,000-below \$9,000	873	561	622
\$9,000-below \$10,000	1 026	849	495
\$10,000-below \$11,000	574	631	670
\$11,000-below \$12,000	324	384	544
\$12,000-below \$13,000	198	273	287
\$13,000-below \$14,000	118	112	327
\$14,000 or above	106	235	209
Total	4 454	4 386	4 304

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)037

(Question Serial No. 0534)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the operation of the Recruitment Centre for the Catering Industry (Recruitment Centre), would the Government advise this Committee of:

- (a) the number of vacancies received each year, with breakdowns by year, job title, mode of employment and wage level;
- (b) the number of job seekers registered each year, with breakdowns by year, age and gender; and
- (c) the number of job seekers with placements secured through the referral services of the Recruitment Centre, with breakdowns by year, age, gender, job title, mode of employment and wage level?

Asked by: Hon KWOK Wai-keung (Member Question No. 18)

Reply:

The information sought is provided as follows:

- (a) Breakdowns of the number of vacancies received by the Recruitment Centre by year, job title, mode of employment and earnings are provided below:

(i) By year and job title

Job Title	No. of Vacancies		
	2013	2014	2015
Waiter/Waitress	21 352	18 421	16 656
Shop Sales/Assistant	9 751	11 285	14 018
Cook	11 925	10 672	13 611
Branch Manager/Shop Supervisor	3 218	4 757	5 195
Cleaner	5 813	4 896	5 103
Kitchen Helper	8 387	7 050	5 015
Bartender	3 238	3 192	2 609
Dish Washer	2 155	1 262	1 193
Captain	1 172	1 286	1 120
Others	13 725	9 195	7 977
Total	80 736	72 016	72 497

(ii) By year and mode of employment

Mode of Employment	No. of Vacancies		
	2013	2014	2015
Full-timer	57 244	54 389	54 063
Part-timer	23 492	17 627	18 434
Total	80 736	72 016	72 497

(iii) By year and earnings

Monthly Earnings	No. of Vacancies		
	2013	2014	2015
Below \$4,000	6 335	2 437	1 760
\$4,000-below \$5,000	5 456	3 223	3 764
\$5,000-below \$6,000	4 587	3 768	2 904
\$6,000-below \$7,000	4 699	5 509	5 886
\$7,000-below \$8,000	5 788	3 942	3 927
\$8,000-below \$9,000	15 775	6 369	4 672
\$9,000-below \$10,000	18 492	18 672	10 415
\$10,000-below \$11,000	9 242	12 381	14 602
\$11,000-below \$12,000	4 610	7 396	11 359
\$12,000-below \$13,000	2 382	3 310	5 952
\$13,000-below \$14,000	1 150	1 932	2 746
\$14,000 or above	2 220	3 077	4 510
Total	80 736	72 016	72 497

- (b) Breakdowns of the number of job seekers attending job fairs of the Recruitment Centre by year, age and gender are provided below:

(i) By year and age

Age	No. of Job Seekers		
	2013	2014	2015
15-below 20	2 506	1 538	1 117
20-below 30	4 877	3 555	2 687
30-below 40	1 563	1 338	1 195
40-below 50	1 478	1 050	995
50-below 60	1 037	811	875
60 or above	135	138	169
Total	11 596	8 430	7 038

(ii) By year and gender

Gender	No. of Job Seekers		
	2013	2014	2015
Male	5 083	3 919	3 239
Female	6 513	4 511	3 799
Total	11 596	8 430	7 038

- (c) Breakdowns of the number of job seekers with placements secured through job fairs at the Recruitment Centre by year, age, gender, job title, mode of employment and earnings are provided below:

(i) By year and age

Age	No. of Job Seekers with Placements Secured		
	2013	2014	2015
15-below 20	388	357	259
20-below 30	1 106	999	741
30-below 40	280	249	258
40-below 50	200	184	190
50-below 60	132	112	126
60 or above	12	8	12
Total	2 118	1 909	1 586

(ii) By year and gender

Gender	No. of Job Seekers with Placements Secured		
	2013	2014	2015
Male	901	847	713
Female	1 217	1 062	873
Total	2 118	1 909	1 586

(iii) By year and job title

Job Title	No. of Job Seekers with Placements Secured		
	2013	2014	2015
Waiter/Waitress	827	680	501
Shop Sales/Assistant	357	335	243
Cook	331	327	294
Branch Manager/Shop Supervisor	68	54	65
Cleaner	65	83	47
Kitchen Helper	192	153	120
Bartender	122	120	86
Dish Washer	12	11	1
Captain	14	14	8
Others	130	132	221
Total	2 118	1 909	1 586

(iv) By year and mode of employment

Mode of Employment	No. of Job Seekers with Placements Secured		
	2013	2014	2015
Full-timer	1 368	1 448	1 175
Part-timer	750	461	411
Total	2 118	1 909	1 586

(v) By year and earnings

Monthly Earnings	No. of Job Seekers with Placements Secured		
	2013	2014	2015
Below \$4,000	126	57	57
\$4,000-below \$5,000	106	66	34
\$5,000-below \$6,000	131	74	28
\$6,000-below \$7,000	83	116	159
\$7,000-below \$8,000	120	108	77
\$8,000-below \$9,000	381	140	47
\$9,000-below \$10,000	375	406	277
\$10,000-below \$11,000	361	322	237
\$11,000-below \$12,000	139	367	346
\$12,000-below \$13,000	227	136	142
\$13,000-below \$14,000	35	40	83
\$14,000 or above	34	77	99
Total	2 118	1 909	1 586

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)038

(Question Serial No. 0535)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the enhanced Supplementary Labour Scheme (SLS), would the Government advise this Committee:

- (a) of the number of applications received for importing construction workers and the number of imported workers involved since May last year, with breakdowns by job title and application result; and the number of applications for importation of skilled workers allowed to work across more than 1 works contract; and
- (b) whether the Government will consider allocating additional resources for conducting a more comprehensive and thorough survey on the manpower supply for various trades in the construction industry, as well as for enhancing communication with the relevant trade unions and practitioners to examine the impact and applicability of the enhancement measures for different trades? If yes, what are the details? If not, what are the reasons?

Asked by: Hon KWOK Wai-keung (Member Question No. 19)

Reply:

The information sought is provided as follows:

- (a) On the premise of according priority to local workers in employment and safeguarding their wage levels, the Government launched enhancement measures under SLS for public sector works projects in April 2014 and May 2015. The measures included expediting the preparatory work for SLS applications involving 26 trades in the construction industry with manpower shortage; and hopefully generating synergy effects for more effective utilisation of the productivity of imported workers under specified public sector works contracts under the same contractor. From May 2015 to February 2016, the Labour Department received 13 applications in relation to the

above enhancement measures, involving the importation of a total of 1 355 workers. A breakdown of the number of imported workers applied for by job title is at Annex. 3 of the 13 applications involved public sector works contractors applying for importation of skilled workers to work across more than 1 specified public sector works contract under the same contractor. The applications involved the importation of a total of 625 workers. Of the above 13 applications, 1 application involving 20 workers was approved.

- (b) On the basis of information provided by the Development Bureau, the Government and the Construction Industry Council (CIC) have been keeping a close watch on the manpower situation in the construction industry. Since 2013, CIC has formed a task force, comprising representatives of relevant labour unions and trade associations in the construction industry, to conduct regular manpower forecasts for the industry. The projection methodology of the manpower forecast has taken into account the forecast construction expenditure in the public and private sectors, the number and age distribution of in-service workers, training and other factors. According to the report on manpower forecast for construction workers released by CIC at the end of 2015, the shortage of skilled workers in the construction industry will persist in the coming years.

To examine the manpower shortage in individual trades, CIC set up in 2014 the Task Force on Short-term Labour Supply (Task Force) comprising representatives of relevant labour unions and trade associations in the industry. After thorough discussion and detailed consideration of the relevant manpower studies (including CIC's report on manpower forecast), surveys and training programmes, the Task Force had identified 26 trades with manpower shortage.

CIC used the construction industry levy imposed under the Construction Industry Council Ordinance to conduct the above manpower forecasts and studies. The Government will continue to liaise closely with CIC to review the relevant manpower forecasts and studies in a timely manner. If necessary, the Government will consider providing funding support for CIC's related work.

Regarding the enhancement measures under SLS mentioned in (a) above, the relevant public sector works departments will exercise stringent control in evaluating and ensuring that the trades and manpower shortfalls involved in each SLS application are devised on the needs of the relevant public sector works contracts. If the application involves more than 1 specified works contract, the relevant public sector works departments will evaluate and ensure that synergy effects can be achieved under the relevant arrangements. Besides, the Government has implemented various regulatory measures, including the appointment of site labour relations officers by the relevant public sector works departments, to check the attendance and wage payment records of imported workers under various works contracts. Law enforcement departments can also monitor the attendance records of workers through a network system to facilitate follow-up and law enforcement actions.

The Government will continue to liaise closely with the industry, including relevant labour unions, and review the effectiveness of the measures in a timely manner to ensure the sustainable social and economic development of Hong Kong.

**SLS applications under the enhancement measures received
from May 2015 to February 2016:
a breakdown of the number of imported workers applied for by job title**

Job title	Number of imported workers applied for
1. Refrigeration/Air-conditioning/ Ventilation Mechanic (Air System)	117
2. Bar Bender and Fixer	115
3. Rigger/Metal Formwork Erector	100
4. Carpenter	80
5. Structural Steel Welder	80
6. Refrigeration/Air-conditioning/ Ventilation Mechanic (Water System)	75
7. General Welder	73
8. Concretor	70
9. Metal Scaffolder	60
10. Derrick Barge Worker	60
11. Plasterer	60
12. Metal Worker	50
13. Escalator Mechanic	50
14. Trackworker	50
15. Painter and Decorator	45
16. Bricklayer	40
17. Fire Service Electrical Fitter	40
18. Tunnel Worker	40
19. Concrete Mixing Barge Worker	40
20. Fire Service Mechanical Fitter	30
21. Post-tensioning Operator	25
22. Lift Mechanic	20
23. Curtain Wall Installer	20
24. Plumber	15
Total	1 355

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)039****(Question Serial No. 0536)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the implementation of the Youth Employment and Training Programme (YETP), would the Government provide the following information:

- (a) the number of young people who joined YETP in each of the past 5 years, with a breakdown by age, gender and educational attainment; and
- (b) the number and percentage share of trainees enrolled in various job-specific skills training courses in each of the past 5 years, with a breakdown by type of training?

Asked by: Hon KWOK Wai-keung (Member Question No. 20)Reply:

The information sought is provided as follows:

- (a) YETP operates on the basis of programme year, running from September each year to August of the following year. A breakdown of the number of young people who joined YETP in each of the past 5 programme years by age, gender and educational attainment is provided as follows:

Item	2010/11 Programme year	2011/12 Programme year	2012/13 Programme year	2013/14 Programme year	2014/15 Programme year
1. Enrolment	11 922	9 434	8 095	7 753	6 741
2. Age					
- Below 18	2 552	1 973	1 463	1 097	857
- 18 - below 21	5 168	4 286	3 603	3 497	2 910
- 21 - below 25	4 202	3 175	3 029	3 159	2 974

Item	2010/11 Programme year	2011/12 Programme year	2012/13 Programme year	2013/14 Programme year	2014/15 Programme year
3. Gender					
- Male	6 556	4 920	4 346	4 437	4 091
- Female	5 366	4 514	3 749	3 316	2 650
4. Educational attainment					
- Below Secondary 3	892	743	573	390	307
- Secondary 3	1 368	1 141	900	783	620
- Secondary 4-5	7 007	4 327	3 174	2 352	1 682
- Secondary 6-7	780	1 803	2 076	2 757	2 627
- Associate degree	167	163	227	270	270
- Diploma	1 401	921	899	914	985
- Others (i.e. secondary school education or equivalent attained in other places)	307	336	246	287	250

- (b) A breakdown of the number and percentage share of trainees enrolled in various pre-employment training courses in each of the past 5 programme years by type of training is provided as follows:

Type of Training	2010/11 Programme year		2011/12 Programme year		2012/13 Programme year		2013/14 Programme year		2014/15 Programme year	
	Enrolment	Percentage share	Enrolment	Percentage share	Enrolment	Percentage share	Enrolment	Percentage share	Enrolment	Percentage share
Job-search, interpersonal skills, discipline and motivation	3 087	34.9%	2 347	35.2%	1 742	34.6%	1 218	29.6%	821	22.8%
Technical and craftsmanship	1 123	12.7%	1 136	17.0%	1 147	22.7%	1 257	30.6%	1 416	39.4%
Hairdressing, beauty culture and fitness	1 078	12.2%	751	11.3%	409	8.1%	361	8.8%	181	5.0%
Catering	1 070	12.1%	855	12.8%	768	15.2%	591	14.4%	587	16.3%
Information technology and design	809	9.2%	358	5.4%	224	4.4%	152	3.7%	247	6.9%
Clerical	363	4.1%	181	2.7%	111	2.2%	39	0.9%	85	2.4%
Tourism and hotel	322	3.6%	190	2.8%	74	1.5%	95	2.3%	39	1.1%
Customer service and salesmanship	261	3.0%	286	4.3%	237	4.7%	116	2.8%	125	3.5%
Others	726	8.2%	562	8.4%	333	6.6%	283	6.9%	97	2.7%
Total	8 839	100%	6 666	100%	5 045	100%	4 112	100%	3 598	100%

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)040

(Question Serial No. 2570)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide:

- (a) breakdowns (by industry and membership) of trade unions registered under the Trade Unions Ordinance (TUO) and the number of trade unions newly registered in the past year; and
- (b) the manpower involved in conducting inspections and visits to trade unions and handling TUO-related work in the past year? Were irregularities detected during the inspections? If yes, what are the details?

Asked by: Hon KWOK Wai-keung (Member Question No. 46)

Reply:

The information sought is provided as follows:

- (a) By industry

The number of trade unions registered under TUO as at the end of 2015 is as follows:

Industry	No. of trade unions
Public Administration	198 (1)
Transportation, Storage, Postal and Courier Services	121 (3)
Human Health and Social Work	101 (2)
Manufacturing	87

Industry	No. of trade unions
Education	78 (2)
Construction	46
Import/Export, Wholesale and Retail Trades	44
Accommodation, Food Service Activities and Work Activities Within Domestic Households	40 (1)
Administrative and Support Service Activities	38
Arts, Entertainment and Recreation	35
Information, Communications, Professional, Scientific and Technical Activities	32 (3)
Real Estate Activities, Financial and Insurance Activities	15 (1)
Agriculture, Forestry and Fishing, Electricity and Gas Supply, Water Supply, Sewerage, Waste Management and Remediation Activities	7
Other Service Activities	32 (1)
Total	874 (14)

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

Regarding trade union federations, the total number of those registered under TUO as at the end of 2015 is 11, of which 2 were 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.

By declared membership of trade unions

Such a breakdown cannot be provided at present because information on membership as at the end of 2015 is yet to be provided by various trade unions.

Regarding trade union federations, the number of those registered under TUO as at the end of 2015 is as follows:

Declared membership of trade union federations	No. of trade union federations
9 or below	8 (2)
10 to 20	3
Total	11 (2)

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

- (b) The Registry of Trade Unions (RTU) had 17 staff to handle TUO-related work in 2015. As the inspections and visits to trade unions were conducted by staff among their other duties, the manpower involved in this area of work could not be separately identified.

The main purposes of the inspections and visits to trade unions are to assist the trade unions to comply with TUO and promote sound trade union management. The scope of general inspections and visits covers checking whether a name list containing the names of all officers and their titles has been prominently exhibited, whether there is a common seal, and whether the register of members and accounts and relevant records are properly kept in the offices as required by TUO. RTU staff also make use of the opportunities offered by the inspections and visits to strengthen their communications with trade unions, and where necessary answer enquiries and offer advice. No obvious irregularities were detected during inspections and visits in the past year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)041

(Question Serial No. 2571)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the current state of the food and beverage services, would the Government provide the following information:

- (a) the number of job vacancies in the food and beverage services in the past 3 years with a breakdown by year, job title, mode of employment (full-timer/part-timer) and wage level;
- (b) the number of employed persons, the employment rate, the number of underemployed persons and the underemployment rate in the food and beverage services in the past 3 years with a breakdown by year, gender, age group, job title, mode of employment (full-timer/part-timer) and wage level;
- (c) the number of unemployed persons and the unemployment rate in the food and beverage services in the past 3 years with a breakdown by year, gender and age group;
- (d) the median wage and its year-on-year rate of change, pay index and median weekly working hours in the food and beverage services in the past 3 years with a breakdown by year and job title; and
- (e) the number of training courses related to the food and beverage services organised by training bodies in the past 3 years with a breakdown by name of training body and job title. In 2016-17, will the Government allocate additional resources to training bodies to increase training opportunities for relevant industry practitioners? If yes, what are the details, expenditure involved and expected effectiveness? If not, what are the reasons?

Asked by: Hon KWOK Wai-keung (Member Question No. 47)

Reply:

The information sought is provided as follows:

- (a) - (d) Based on the information provided by the Census and Statistics Department (C&SD):

Statistics on the number of job vacancies in the food and beverage services are listed at Annex 1. C&SD does not collect the number of job vacancies by job title, mode of employment and wage level;

Statistics on the numbers of employed persons and underemployed persons and the underemployment rate in the food and beverage services by gender, age group, full-timer and part-timer are listed at Annex 2. C&SD does not compile these figures by job title and wage level, and employment rate;

Statistics on the number of unemployed persons and the unemployment rate in the food and beverage services by gender and age group are listed at Annex 3; and

Statistics on the median wage and its year-on-year rate of change, index of payroll per person engaged and median weekly working hours in the food and beverage services are listed at Annex 4. C&SD does not compile related statistics by job title.

- (e) In the past 3 years, the Employees Retraining Board (ERB) offered a variety of training courses related to the catering industry, including catering and banquet attendant, waiter in Japanese and Korean cuisine restaurant, local cafe kitchen assistant, chef assistant, baker and pastry cook, chef assistant for Thai and Vietnamese cuisine, junior cook in Japanese cuisine, cook of Chinese roasted food, cook of dim sum and Chinese pastry, cook of dessert and Western pastry, cook of Chinese dishes, cook of Western dishes, dim sum cook, barista, wine promoter, bartender, wine server, pastry cook, etc. The numbers of courses organised in 2013-14, 2014-15 and 2015-16 were 66, 65 and 50 respectively.

In 2016-17, ERB plans to provide 8 900 training places for courses related to the catering industry.

The Vocational Training Council, through its member institutions including Hong Kong Institute of Vocational Education, Hotel and Tourism Institute, Chinese Culinary Institute, International Culinary Institute, Institute of Professional Education and Knowledge and Integrated Vocational Development Centre, offered over 60 full-time and part-time programmes in the area of food and beverage services for in-service workers annually from 2013/14 to 2015/16 academic years.

The catering industry courses provided by other education and training bodies, which are quality-assured and recognised under the Qualifications Framework, are also uploaded to the on-line Qualifications Register (www.hkqr.gov.hk).

There are a wide diversity of training bodies and types of courses related to the catering industry in Hong Kong. The Labour Department does not keep information on the resources allocated by the Government to these training bodies.

Number of job vacancies in the food and beverage services in 2013, 2014 and 2015

Year	Average number of vacancies
2013 [#]	13 003
2014 [#]	14 435
2015	12 918

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 4 quarters of the year.

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

**Numbers of employed persons, underemployed persons and the underemployment rate
in the food and beverage services in 2013, 2014 and Q1-Q4 2015:
with breakdowns by gender, age group, full-timer and part-timer**

2013

	Employed persons			Underemployed persons[^]	Underemployment rate (%)
	Total	Full-timer[#]	Part-timer[@]		
Gender					
Male	112 100	102 100	10 100	2 800	2.3
Female	118 200	94 800	23 400	1 800	1.5
Age Group					
15-below 25	32 700	22 600	10 100	1 200	3.3
25-below 30	18 900	17 900	1 000	*	*
30-below 40	46 400	41 200	5 300	600	1.2
40-below 50	58 500	50 000	8 500	1 100	1.7
50-below 60	57 200	50 900	6 300	1 300	2.2
60 and above	16 600	14 300	2 400	300	1.5
Overall	230 300	196 900	33 500	4 600	1.9

2014

	Employed persons			Underemployed persons[^]	Underemployment rate (%)
	Total	Full-timer[#]	Part-timer[@]		
Gender					
Male	119 700	107 200	12 500	2 700	2.1
Female	123 500	97 700	25 800	2 300	1.8
Age Group					
15-below 25	34 200	22 700	11 500	1 400	3.7
25-below 30	21 800	20 400	1 500	*	*
30-below 40	47 300	42 400	4 900	800	1.7
40-below 50	59 400	50 400	9 000	1 000	1.5
50-below 60	62 100	54 200	7 900	1 300	2.0
60 and above	18 300	14 800	3 500	300	1.6
Overall	243 100	204 900	38 300	5 000	1.9

2015 Q1

	Employed persons			Underemployed persons[^]	Underemployment rate (%)
	Total	Full-timer[#]	Part-timer[@]		
Gender					
Male	115 000	107 200	7 900	2 200	1.8
Female	127 000	99 200	27 800	1 900	1.4
Age Group					
15-below 25	30 600	22 400	8 200	700	1.9
25-below 30	21 700	20 400	1 300	*	*
30-below 40	49 200	42 400	6 900	500	1.1
40-below 50	60 200	51 700	8 400	700	1.1
50-below 60	61 700	54 000	7 700	1 600	2.4
60 and above	18 600	15 400	3 200	*	*
Overall	242 100	206 300	35 700	4 100	1.6

2015 Q2

	Employed persons			Underemployed persons[^]	Underemployment rate (%)
	Total	Full-timer[#]	Part-timer[@]		
Gender					
Male	113 300	103 500	9 800	2 000	1.7
Female	128 900	100 300	28 600	2 600	1.9
Age Group					
15-below 25	32 400	23 900	8 500	800	2.1
25-below 30	21 300	19 200	2 100	800	3.4
30-below 40	45 800	40 500	5 300	500	1.1
40-below 50	60 300	52 100	8 200	1 000	1.6
50-below 60	63 400	54 000	9 400	1 400	2.2
60 and above	19 100	14 200	4 900	*	*
Overall	242 200	203 800	38 400	4 600	1.8

2015 Q3

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	114 600	102 300	12 400	3 000	2.5
Female	122 200	92 800	29 300	2 400	1.8
Age Group					
15-below 25	35 400	23 100	12 300	1 700	4.5
25-below 30	20 200	19 000	1 200	600	2.7
30-below 40	41 400	35 300	6 100	700	1.7
40-below 50	55 700	47 200	8 500	1 200	2.2
50-below 60	61 600	53 500	8 100	600	0.9
60 and above	22 500	17 000	5 500	500	2.3
Overall	236 800	195 100	41 700	5 400	2.2

2015 Q4

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	119 700	106 000	13 700	2 300	1.9
Female	121 800	89 500	32 300	1 800	1.4
Age Group					
15-below 25	30 900	19 800	11 100	800	2.3
25-below 30	23 700	21 900	1 800	*	*
30-below 40	43 100	36 900	6 200	900	2.0
40-below 50	55 000	45 800	9 100	800	1.4
50-below 60	65 700	53 900	11 800	1 000	1.5
60 and above	23 000	17 200	5 800	*	*
Overall	241 500	195 500	46 000	4 100	1.6

Notes: Figures for 2015 as a whole are not yet available.

Individual figures may not add up exactly to the total owing to rounding.

Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling errors and should be interpreted with caution.

(#) Figures refer to those employed persons who worked 35 hours or longer during the 7 days before enumeration and those who worked less than 35 hours owing to vacation over that period.

(@) Figures refer to those employed persons who worked less than 35 hours owing to reasons other than vacation during the 7 days before enumeration.

(^) Figures refer to those who involuntarily worked less than 35 hours during the 7 days before enumeration and either (i) have been available for additional work during the 7 days before enumeration; or (ii) have sought additional work during the 30 days before enumeration.

(*) Figures are not released due to 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 2013, 2014 and Q1-Q4 2015:
with breakdowns by gender and age group**

2013

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	8 000	6.6
Female	5 700	4.6
Age Group		
15-below 25	4 400	11.9
25-below 30	1 200	5.9
30-below 40	2 200	4.5
40-below 50	2 800	4.6
50-below 60	2 500	4.3
60 and above	500	2.8
Overall	13 600	5.6

2014

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	7 700	6.0
Female	5 400	4.2
Age Group		
15-below 25	3 200	8.5
25-below 30	1 400	6.0
30-below 40	2 100	4.3
40-below 50	2 800	4.5
50-below 60	2 500	3.9
60 and above	1 000	5.1
Overall	13 000	5.1

2015 Q1

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	7 400	6.1
Female	5 300	4.0
Age Group		
15-below 25	4 100	11.9
25-below 30	900	3.8
30-below 40	1 700	3.3
40-below 50	3 400	5.3
50-below 60	1 900	3.0
60 and above	800	4.0
Overall	12 700	5.0

2015 Q2

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	6 200	5.2
Female	7 900	5.8
Age Group		
15-below 25	3 800	10.4
25-below 30	1 600	7.0
30-below 40	2 100	4.4
40-below 50	2 600	4.2
50-below 60	3 100	4.6
60 and above	900	4.5
Overall	14 100	5.5

2015 Q3

	Unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	5 200	4.4
Female	6 000	4.7
Age Group		
15-below 25	2 300	6.0
25-below 30	1 800	8.1
30-below 40	1 700	3.9
40-below 50	2 100	3.7
50-below 60	2 700	4.2
60 and above	700	2.9
Overall	11 200	4.5

2015 Q4

	Unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	5 800	4.6
Female	5 600	4.4
Age Group		
15-below 25	3 400	9.8
25-below 30	1 300	5.1
30-below 40	2 200	4.8
40-below 50	1 600	2.8
50-below 60	2 000	3.0
60 and above	900	3.9
Overall	11 300	4.5

- Notes: Figures for 2015 as a whole are not yet available.
 Individual figures may not add up exactly to the total owing to rounding.
 Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling errors and should be interpreted with caution.
- ([^]) As regards the number of 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, owing 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 and its year-on-year rate of change, index of payroll per person engaged,
and median weekly working hours in the food and beverage services
in 2013, 2014 and 2015**

Year	Median monthly wage[*] (year-on-year rate of change[@])	Nominal index of payroll per person engaged[~]	Median weekly working hours[^]
2013	10,000 (+6.4%)	110.5	54.0
2014	10,500 (+5.0%)	116.3	54.0
2015	11,100 (+5.7%)	123.0 [#]	54.0

- Notes: (*) Figures refer to the median monthly wage of employees in restaurants. The definition of wage follows that adopted in the Employment Ordinance. It 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.
- (~) Figures refer to the nominal index of payroll per person engaged of accommodation and food service activities. Payroll includes basic wage; commission and tips not of gratuitous nature; guaranteed bonuses and allowances, as well as other non-guaranteed payments to workers such as discretionary bonuses; overtime allowances and back pay.
- (^) The number of working hours takes into account the definition of hours worked under the Minimum Wage Ordinance. This includes the number of contractual/agreed working hours and the number of overtime hours worked at the direction of employers. 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.
- (#) The figure for 2015 as a whole is not yet available. The provisional figure refers to average of the 4 quarters of 2015.

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

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CONTROLLING OFFICER'S REPLY

LWB(L)042

(Question Serial No. 2572)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the current state of the security services industry, would the Government provide the following information:

- (a) the number of job vacancies in the security services in the past 3 years with a breakdown by year, job title, mode of employment (full-timer/part-timer) and wage level;
- (b) the number of employed persons, the employment rate, the number of underemployed persons and the underemployment rate in the security services industry in the past 3 years with a breakdown by year, gender, age group, job title, mode of employment (full-timer/part-timer) and wage level;
- (c) the number of unemployed persons and the unemployment rate in the security services industry in the past 3 years with a breakdown by year, gender and age group;
- (d) the median wage and its year-on-year rate of change, pay index and median weekly working hours in the security services industry in the past 3 years with a breakdown by year and job title; and
- (e) the number of training courses related to the security services industry organised by training bodies in the past 3 years with a breakdown by name of training body and job title. In 2016-17, will the Government allocate additional resources to training bodies to increase training opportunities for relevant industry practitioners? If yes, what are the details, expenditure involved and expected effectiveness? If not, what are the reasons?

Asked by: Hon KWOK Wai-keung (Member Question No. 48)

Reply:

The information sought is provided as follows:

- (a) - (d) Based on the information provided by the Census and Statistics Department (C&SD):

Statistics on the number of job vacancies in the security services industry are listed at Annex 1. C&SD does not collect the number of job vacancies by job title, mode of employment and wage level;

Statistics on the numbers of employed persons and underemployed persons and the underemployment rate in the security services industry by gender, age group, full-timer and part-timer are listed at Annex 2. C&SD does not compile these figures by job title and wage level, and employment rate;

Statistics on the number of unemployed persons and the unemployment rate in the security services industry by gender and age group are listed at Annex 3; and

Statistics on the median wage and its year-on-year rate of change and median weekly working hours in the security services industry are listed at Annex 4. C&SD does not compile related statistics by job title and the annual nominal index of payroll per person engaged for security services industry.

- (e) In the past 3 years, the Employees Retraining Board (ERB) offered a variety of training courses related to the property management and security industry, including security guard and building attendant, clubhouse and recreation assistant, supervisor in clubhouse and recreation facilities, as well as facilities management officer, etc. The numbers of courses organised in 2013-14, 2014-15 and 2015-16 were 33, 31 and 23 respectively.

In 2016-17, ERB plans to provide 10 400 training places for courses related to the property management and security industry.

The security services industry courses provided by other education and training bodies, which are quality-assured and recognised under the Qualifications Framework, are also uploaded to the on-line Qualifications Register (www.hkqr.gov.hk).

There are a wide diversity of training bodies and types of courses related to the security services industry in Hong Kong. The Labour Department does not keep information on the resources allocated by the Government to these training bodies.

Number of job vacancies in the security services industry in 2013, 2014 and 2015

Year	Average number of vacancies
2013 [#]	2 014
2014 [#]	2 292
2015	2 223

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 4 quarters of the year.

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

**Numbers of employed persons, underemployed persons and underemployment rate
in the security services industry in 2013, 2014 and Q1-Q4 2015:
with breakdowns by gender, age group, full-timer and part-timer**

2013

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	28 400	27 700	700	*	*
Female	13 900	12 900	1 000	*	*
Age Group					
15-below 25	1 700	1 600	*	*	*
25-below 30	1 600	1 500	*	*	*
30-below 40	3 900	3 800	*	*	*
40-below 50	8 900	8 700	*	*	*
50-below 60	16 200	15 700	500	*	*
60 and above	10 000	9 300	700	*	*
Overall	42 300	40 600	1 700	*	*

2014

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	25 600	24 400	1 100	*	*
Female	13 600	12 500	1 100	*	*
Age Group					
15-below 25	1 100	1 000	*	*	*
25-below 30	1 800	1 700	*	*	*
30-below 40	3 700	3 600	*	*	*
40-below 50	8 400	8 000	400	*	*
50-below 60	15 700	14 900	800	*	*
60 and above	8 300	7 700	600	*	*
Overall	39 200	37 000	2 200	400	0.9

2015 Q1

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	26 500	25 900	600	*	*
Female	14 200	13 100	1 100	*	*
Age Group					
15-below 25	1 500	1 400	*	*	*
25-below 30	1 900	1 800	*	*	*
30-below 40	4 400	4 200	*	*	*
40-below 50	8 200	8 200	*	*	*
50-below 60	16 300	15 500	800	*	*
60 and above	8 400	7 900	*	*	*
Overall	40 700	38 900	1 700	*	*

2015 Q2

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	22 000	21 200	800	*	*
Female	12 900	11 800	1 100	*	*
Age Group					
15-below 25	1 700	1 600	*	*	*
25-below 30	1 700	1 500	*	*	*
30-below 40	3 600	3 600	*	*	*
40-below 50	7 700	7 200	*	*	*
50-below 60	13 100	12 400	700	*	*
60 and above	7 200	6 700	*	*	*
Overall	34 900	33 100	1 800	*	*

2015 Q3

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	24 800	23 600	1 100	*	*
Female	13 900	12 900	1 000	*	*
Age Group					
15-below 25	1 100	1 100	*	*	*
25-below 30	1 600	1 600	*	*	*
30-below 40	4 100	4 100	*	*	*
40-below 50	8 900	8 800	*	*	*
50-below 60	15 100	14 300	800	*	*
60 and above	7 800	6 600	1 200	600	6.8
Overall	38 600	36 500	2 100	600	1.4

2015 Q4

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	25 200	24 600	600	*	*
Female	13 800	13 100	700	*	*
Age Group					
15-below 25	1 300	1 300	*	*	*
25-below 30	2 500	2 500	*	*	*
30-below 40	4 300	4 000	*	*	*
40-below 50	7 500	7 200	*	*	*
50-below 60	15 400	15 000	*	*	*
60 and above	8 100	7 700	*	*	*
Overall	39 000	37 700	1 300	*	*

Notes: Figures for 2015 as a whole are not yet available.

Individual figures may not add up exactly to the total owing to rounding.

Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling errors and should be interpreted with caution.

(#) Figures refer to those employed persons who worked 35 hours or longer during the 7 days before enumeration and those who worked less than 35 hours owing to vacation over that period.

(@) Figures refer to those employed persons who worked less than 35 hours owing to reasons other than vacation during the 7 days before enumeration.

(^) Figures refer to those who involuntarily worked less than 35 hours during the 7 days before enumeration and either (i) have been available for additional work during the 7 days before enumeration; or (ii) have sought additional work during the 30 days before enumeration.

(*) Figures are not released due to large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Number of unemployed persons and the unemployment rate
in the security services industry in 2013, 2014 and Q1-Q4 2015:
with breakdowns by gender and age group**

2013

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	1 000	3.3
Female	300	1.9
Age Group		
15-below 25	*	*
25-below 30	*	*
30-below 40	*	*
40-below 50	*	*
50-below 60	400	2.2
60 and above	*	*
Overall	1 200	2.9

2014

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	600	2.4
Female	300	2.5
Age Group		
15-below 25	*	*
25-below 30	*	*
30-below 40	*	*
40-below 50	300	3.8
50-below 60	*	*
60 and above	*	*
Overall	1 000	2.4

2015 Q1

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	1 800	6.5
Female	*	*
Age Group		
15-below 25	*	*
25-below 30	*	*
30-below 40	*	*
40-below 50	600	6.9
50-below 60	900	5.0
60 and above	*	*
Overall	2 200	5.1

2015 Q2

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	1 200	5.3
Female	*	*
Age Group		
15-below 25	*	*
25-below 30	600	26.4
30-below 40	*	*
40-below 50	*	*
50-below 60	*	*
60 and above	*	*
Overall	1 400	3.9

2015 Q3

	Unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	1 000	3.8
Female	*	*
Age Group		
15-below 25	*	*
25-below 30	*	*
30-below 40	*	*
40-below 50	*	*
50-below 60	500	3.3
60 and above	*	*
Overall	1 200	3.0

2015 Q4

	Unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	700	2.7
Female	*	*
Age Group		
15-below 25	*	*
25-below 30	*	*
30-below 40	*	*
40-below 50	*	*
50-below 60	700	4.1
60 and above	*	*
Overall	1 200	2.9

Notes: Figures for 2015 as a whole are not yet available.

Individual figures may not add up exactly to the total owing to rounding.

Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling errors and should be interpreted with caution.

([^]) As regards the number of 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, owing 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.

(*) Figures are not released due to large sampling errors.

Source: General Household Survey, Census and Statistics Department

Median wage and its year-on-year rate of change and median weekly working hours in the security services industry in 2013, 2014 and 2015

Year	Median monthly wage* (year-on-year rate of change[@])	Median weekly working hours[^]
2013	10,000 (+5.8%)	62.5
2014	10,500 (+5.0%)	59.1
2015	11,400 (+8.3%)	57.2

- Notes: (*) The definition of wage follows that adopted in the Employment Ordinance. It 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 number of working hours takes into account the definition of hours worked under the Minimum Wage Ordinance. This includes the number of contractual/agreed working hours and the number of overtime hours worked at the direction of employers. 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.

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

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CONTROLLING OFFICER'S REPLY

LWB(L)043

(Question Serial No. 2573)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the current state of the retail industry, would the Government provide the following information:

- (a) the number of job vacancies in the retail industry in the past 3 years with a breakdown by year, job title, mode of employment (full-timer / part-timer) and wage level;
- (b) the number of employed persons, the employment rate, the number of underemployed persons and the underemployment rate in the retail industry in the past 3 years with a breakdown by year, gender, age group, job title, mode of employment (full-timer/part-timer) and wage level;
- (c) the number of unemployed persons and the unemployment rate in the retail industry in the past 3 years with a breakdown by year, gender and age group;
- (d) the median wage and its year-on-year rate of change, pay index and median weekly working hours in the retail industry in the past 3 years with a breakdown by year and job title; and
- (e) the number of training courses related to the retail industry organised by training bodies in the past 3 years with a breakdown by name of training body and job title. In 2016-17, will the Government allocate additional resources to training bodies to increase training opportunities for relevant industry practitioners? If yes, what are the details, expenditure involved and expected effectiveness? If not, what are the reasons?

Asked by: Hon KWOK Wai-keung (Member Question No. 49)

Reply:

The information sought is provided as follows:

- (a) - (d) Based on the information provided by the Census and Statistics Department (C&SD):

Statistics on the number of job vacancies in the retail industry are listed at Annex 1. C&SD does not collect the number of job vacancies by job title, mode of employment and wage level;

Statistics on the numbers of employed persons, underemployed persons and the underemployment rate in the retail industry by gender, age group, full-timer and part-timer are listed at Annex 2. C&SD does not compile these figures by job title and wage level, and employment rate;

Statistics on the number of unemployed persons and the unemployment rate in the retail industry by gender and age group are listed at Annex 3; and

Statistics on the median wage and its year-on-year rate of change, index of payroll per person engaged and median weekly working hours in the retail industry are listed at Annex 4. C&SD does not compile related statistics by job title.

- (e) In the past 3 years, the Employees Retraining Board (ERB) offered a variety of training courses related to the retail industry, including salesperson, product promoter, supervisor in retail shop, promoter of organic products, grooming assistant and salesperson in pet shop, salesperson in electronic and telecommunication products retail shop, salesperson in sports and fashion retail shop, etc. The numbers of courses organised in 2013-14, 2014-15 and 2015-16 were 30, 26 and 21 respectively.

In 2016-17, ERB plans to provide 1 400 training places for courses related to the retail industry.

The Vocational Training Council and the retail industry have jointly organised an Earn & Learn Pilot Scheme for the Retail Industry since 2014, with Government support of \$70 million. It is expected that a total of 1 500 practitioners will be trained under the Scheme. Two courses were launched under the Scheme, namely the Foundation Diploma – Retail course beginning from the 2014-15 academic year and the Higher Diploma in Retail and Merchandising Management course beginning from the 2015-16 academic year. Both courses will continue in the 2016-17 academic year.

The retail industry courses provided by other education and training bodies, which are quality-assured and recognised under the Qualifications Framework, are also uploaded to the on-line Qualifications Register (www.hkqr.gov.hk).

There are a wide diversity of training bodies and types of courses related to the retail industry. The Labour Department does not keep information on the resources allocated by the Government to these training bodies.

Number of job vacancies in the retail industry in 2013, 2014 and 2015

Year	Average number of vacancies
2013 [#]	8 755
2014 [#]	9 109
2015	8 323

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.

Vacancy figures of the retail industry do not include those in respect of hawkers and retail pitches (other than market stalls).

(#) Figures refer to averages of the 4 quarters of the year.

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

**Numbers of employed persons, underemployed persons and the underemployment rate
in the retail industry in 2013, 2014 and Q1-Q4 2015:
with breakdowns by gender, age group, full-timer and part-timer**

2013

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	129 800	121 400	8 400	1 300	0.9
Female	203 500	174 700	28 900	2 200	1.0
Age Group					
15-below 25	51 100	39 400	11 700	1 300	2.3
25-below 30	44 200	42 800	1 400	300	0.6
30-below 40	82 000	76 700	5 300	500	0.6
40-below 50	75 800	68 000	7 800	600	0.8
50-below 60	60 200	52 900	7 300	500	0.9
60 and above	20 100	16 300	3 900	*	*
Overall	333 400	296 100	37 300	3 500	1.0

2014

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	135 900	126 400	9 500	1 600	1.1
Female	209 100	178 000	31 100	2 500	1.1
Age Group					
15-below 25	49 900	35 900	14 000	1 300	2.4
25-below 30	48 300	46 000	2 300	400	0.8
30-below 40	84 200	78 700	5 500	400	0.5
40-below 50	78 200	70 500	7 700	700	0.8
50-below 60	64 900	57 000	7 800	1 100	1.7
60 and above	19 500	16 300	3 200	*	*
Overall	345 000	304 400	40 500	4 000	1.1

2015 Q1

	Employed persons			Underemployed persons^	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	134 500	125 100	9 400	1 600	1.2
Female	216 000	181 900	34 100	2 100	0.9
Age Group					
15-below 25	47 100	34 900	12 200	1 900	3.6
25-below 30	51 200	48 400	2 700	*	*
30-below 40	79 700	73 800	5 800	*	*
40-below 50	76 000	67 500	8 500	*	*
50-below 60	72 600	62 400	10 200	800	1.0
60 and above	24 000	20 000	4 100	*	*
Overall	350 500	307 000	43 500	3 700	1.0

2015 Q2

	Employed persons			Underemployed persons ^	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	136 800	128 100	8 700	1 200	0.8
Female	207 500	177 800	29 700	2 700	1.3
Age Group					
15-below 25	45 900	35 300	10 600	1 100	2.1
25-below 30	48 600	46 100	2 500	500	1.0
30-below 40	83 700	79 500	4 200	*	*
40-below 50	75 600	66 700	8 900	800	1.0
50-below 60	71 400	62 800	8 600	1 100	1.5
60 and above	19 100	15 600	3 600	*	*
Overall	344 300	305 900	38 400	3 900	1.1

2015 Q3

	Employed persons			Underemployed persons ^	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	132 600	121 100	11 500	1 500	1.1
Female	207 200	171 500	35 600	2 000	0.9
Age Group					
15-below 25	47 100	32 300	14 800	1 800	3.5
25-below 30	44 500	42 300	2 100	*	*
30-below 40	88 400	82 100	6 300	*	*
40-below 50	70 600	62 000	8 500	900	1.2
50-below 60	66 600	56 300	10 400	*	*
60 and above	22 600	17 600	5 000	*	*
Overall	339 700	292 600	47 100	3 500	1.0

2015 Q4

	Employed persons			Underemployed persons ^	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	132 600	120 800	11 800	1 800	1.3
Female	206 100	171 500	34 500	2 500	1.2
Age Group					
15-below 25	43 500	29 100	14 400	2 200	4.6
25-below 30	42 900	40 700	2 200	*	*
30-below 40	88 300	81 400	6 900	*	*
40-below 50	76 500	68 300	8 200	900	1.0
50-below 60	62 800	53 300	9 500	*	*
60 and above	24 600	19 500	5 100	*	*
Overall	338 600	292 300	46 300	4 300	1.2

Notes: Figures for 2015 as a whole are not yet available.

Individual figures may not add up exactly to the total owing to rounding.

Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling errors and should be interpreted with caution.

(#) Figures refer to those employed persons who worked 35 hours or longer during the 7 days before enumeration and those who worked less than 35 hours owing to vacation over that period.

(@) Figures refer to those employed persons who worked less than 35 hours owing to reasons other than vacation during the 7 days before enumeration.

(^) Figures refer to those who involuntarily worked less than 35 hours during the 7 days before enumeration and either (i) have been available for additional work during the 7 days before enumeration; or (ii) have sought additional work during the 30 days before enumeration.

(*) Figures are not released due to large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Number of unemployed persons and the unemployment rate
in the retail industry in 2013, 2014 and Q1-Q4 2015:
with breakdowns by gender and age group**

2013

	Unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	5 900	4.3
Female	9 400	4.4
Age Group		
15-below 25	4 600	8.2
25-below 30	2 600	5.5
30-below 40	3 600	4.2
40-below 50	2 400	3.1
50-below 60	1 800	2.9
60 and above	300	1.4
Overall	15 300	4.4

2014

	Unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	5 400	3.8
Female	9 500	4.3
Age Group		
15-below 25	3 700	7.0
25-below 30	3 000	5.9
30-below 40	2 600	3.0
40-below 50	2 700	3.3
50-below 60	2 300	3.4
60 and above	500	2.4
Overall	14 900	4.1

2015 Q1

	Unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	5 900	4.2
Female	12 900	5.6
Age Group		
15-below 25	4 500	8.8
25-below 30	2 700	5.0
30-below 40	2 700	3.3
40-below 50	4 400	5.4
50-below 60	4 100	5.3
60 and above	*	*
Overall	18 800	5.1

2015 Q2

	Unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	4 400	3.1
Female	10 000	4.6
Age Group		
15-below 25	5 300	10.3
25-below 30	2 000	3.9
30-below 40	2 800	3.2
40-below 50	2 300	3.0
50-below 60	1 600	2.3
60 and above	*	*
Overall	14 400	4.0

2015 Q3

	Unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	5 800	4.2
Female	10 200	4.7
Age Group		
15-below 25	4 500	8.7
25-below 30	1 900	4.0
30-below 40	3 800	4.1
40-below 50	3 200	4.3
50-below 60	2 300	3.4
60 and above	*	*
Overall	16 100	4.5

2015 Q4

	Unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	5 500	4.0
Female	10 800	5.0
Age Group		
15-below 25	3 900	8.2
25-below 30	2 500	5.5
30-below 40	3 000	3.3
40-below 50	4 500	5.6
50-below 60	2 100	3.2
60 and above	*	*
Overall	16 300	4.6

Notes: Figures for 2015 as a whole are not yet available.

Individual figures may not add up exactly to the total owing to rounding.

Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling errors and should be interpreted with caution.

([^]) As regards the number of 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, owing 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.

(*) Figures are not released due to large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Median wage and its year-on-year rate of change, index of payroll per person engaged,
and median weekly working hours in the retail industry
in 2013, 2014 and 2015**

Year	Median monthly wage* (year-on-year rate of change[@])	Nominal index of payroll per person engaged[~]	Median weekly working hours[^]
2013	10,900 (+6.2%)	140.1	48.0
2014	11,500 (+5.5%)	146.1	48.1
2015	12,000 (+4.3%)	150.9 [#]	48.8

- Notes:
- (*) The definition of wage follows that adopted in the Employment Ordinance. It 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.
 - (~) Payroll includes basic wage; commission and tips not of gratuitous nature; guaranteed bonuses and allowances, as well as other non-guaranteed payments to workers such as discretionary bonuses; overtime allowances and backpay.
 - (^) The number of working hours takes into account the definition of hours worked under the Minimum Wage Ordinance. This includes the number of contractual/agreed working hours and the number of overtime hours worked at the direction of employers. 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.
 - (#) The figure for 2015 as a whole is not yet available. The provisional figure refers to average of the 4 quarters of 2015.

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

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)044

(Question Serial No. 0279)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Supplementary Labour Scheme (SLS), would the Government advise this Committee of the following:

- (a) What were the numbers of applications received and approved under SLS in the past 3 years, as well as the industry profile of the approved applications?
- (b) Has the Government assessed what industries are facing the most serious labour shortage at present? Has the Government considered appropriately relaxing the vetting criteria under SLS and speeding up the vetting 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 not, what are the reasons?
- (c) As reflected by the industries, some sectors, such as healthcare and construction, have experienced serious labour shortage. Has the Government considered meeting the needs of these sectors by the importation of labour? If yes, what are the details? If not, what are the reasons?

Asked by: Hon Jeffrey LAM Kin-fung (Member Question No. 28)

Reply:

The information sought is provided as follows:

- (a) In 2013, 2014 and 2015, employers applied to import 4 110, 6 613 and 4 689 workers respectively under SLS. The corresponding numbers of imported workers approved were 1 847, 2 722 and 2 880. A breakdown of the number of imported workers applied for and approved by industry is at Annex.

- (b)&(c) The Government has all along been closely monitoring the manpower demand and supply for different industries, strengthening training initiatives and attracting new entrants. On the premise of according priority to local workers in employment, importation of labour is allowed on an appropriate, limited and targeted basis to relieve the manpower shortage in individual industries. Employers facing genuine difficulties in local recruitment can apply for importation of skilled workers on a limited scale under SLS, thereby addressing the manpower needs of individual industries with labour shortage.

Having regard to the manpower shortage in the elderly care sector, the Government introduced measures in April 2014, allowing private residential care homes for the elderly participating in the Enhanced Bought Place Scheme to apply for the importation of care workers for their non-bought places. As regards the construction industry, the Government launched enhancement measures in April 2014 to help expedite the preparatory work in relation to SLS applications involving 26 trades with manpower shortage made by public sector works contractors. In addition, having regard to the unique characteristics of the construction industry, flexibility enhancement measures were launched under SLS in May 2015.

To enhance the processing and vetting of SLS applications and to offer job matching services to eligible local job seekers on relevant job titles, the Labour Department (LD) has from 2015-16 created 3 Labour Officer Grade posts for 4 years. The corresponding total annual staff cost is about \$2.04 million. LD will continue to monitor the caseloads and the needs of job seekers for job matching services.

**Number of imported workers applied for and approved
under SLS in 2013, 2014 and 2015:
a breakdown by industry**

Industry	Number of imported workers applied for*			Number of imported workers approved*		
	2013	2014	2015	2013	2014	2015
1. Agriculture and Fishing	688	656	658	414	563	547
2. Manufacturing	296	411	224	76	187	126
3. Construction	320	2 716	1 250	566	342	938
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	666	283	395	76	158	154
5. Transport, Storage and Communications	178	32	44	2	4	17
6. Financing, Insurance, Real Estate and Business Services	663	400	303	8	23	5
7. Community, Social and Personal Services	1 299	2 115	1 815	705	1 445	1 093
Total	4 110	6 613	4 689	1 847	2 722	2 880

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)045

(Question Serial No. 0802)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the number of ethnic minority job seekers registered with the job centres of the Labour Department (LD) for employment services in the past 3 years? What was the placement rate? What is the number of ethnic language-speaking staff currently working at each job centre? Has the Government assessed whether the manpower arrangement can meet the employment needs of the ethnic minority job seekers? Will additional resources be allocated to recruit more staff? If yes, what are the details and the expenditure involved? If not, what are the reasons?

Asked by: Hon Emily LAU Wai-hing (Member Question No. 21)

Reply:

In 2013, 2014 and 2015, 787, 901 and 994 ethnic minority job seekers respectively registered for employment services at LD's job centres. The corresponding numbers of placements secured through LD's referral services were 57, 65 and 75. 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, around 99% 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 placements to LD. LD therefore does not have the figures on the placement rate.

To strengthen the employment services for ethnic minorities, LD currently employs 15 ethnic language speaking-trainees of the Youth Employment and Training Programme, who can also speak Chinese or English, to work as employment services ambassadors (ESAs) at job centres and industry-based recruitment centres for 6 months under the Employment Services Ambassador Programme for Ethnic Minorities. There is no pre-set quota on the number of ethnic minority ESAs, and LD will recruit an appropriate number of ethnic minority ESAs having regard to service demand. LD has earmarked \$1.95 million for the implementation of the project in 2016-17, which includes payments for the salary and

benefits of ethnic minority ESAs, training allowance for the trainees, and expenditure for training programmes, etc. LD has also made arrangements with non-governmental organisations to provide telephone simultaneous interpretation service, as necessary, for ethnic minority job seekers who do not speak Chinese and English, as well as to provide them with on-the-spot simultaneous interpretation service at inclusive job fairs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)046

(Question Serial No. 0803)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Employment Services Ambassador Programme for Ethnic Minorities (ESAP), would the Government advise this Committee:

- (a) of the expenditure for ESAP in 2015-16;
- (b) of the number of ethnic minorities who applied for and were admitted to ESAP;
- (c) of the estimated expenditure and details of ESAP in 2016-17; and
- (d) whether the Government will consider recruiting more ethnic minorities into ESAP?

Asked by: Hon Emily LAU Wai-hing (Member Question No. 22)

Reply:

The information sought is provided as follows:

- (a) The total expenditure on ESAP implemented by the Labour Department (LD) in 2015-16 was about \$1.75 million.
- (b) Since the launch of ESAP in September 2014, a total of 123 persons have submitted applications. 90 of them were selected and 63 finally employed.
- (c) In 2016-17, LD will continue to recruit employment services ambassadors (ESAs) under ESAP. The estimated total expenditure is about \$1.95 million, including payments for the salary and benefits of ethnic minority trainees, expenditure for training programmes, training allowance for the trainees, etc.

- (d) LD has no pre-set quota on the number of ethnic minority ESAs. Having regard to service demand, LD will recruit an appropriate number of ethnic minority ESAs to provide services at job centres and industry-based recruitment centres.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)047****(Question Serial No. 1316)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: (1) Labour RelationsControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

- (a) Please provide breakdowns of labour disputes handled in 2015 by industry and cause.
- (b) Please provide a breakdown of claims handled in 2015 by cause. How many of these claims were related to Statutory Minimum Wage (SMW)?

Asked by: Hon LEE Cheuk-yan (Member Question No. 27)Reply:

The information sought is provided as follows:

- (a) Breakdowns of labour disputes (involving over 20 employees) handled by the Labour Department (LD) in 2015 by industry and cause are as follows:

By industry

Industry	No. of labour disputes
Construction	35
Restaurants and hotels	5
Transport, storage and communications	5
Community, social and personal services	3
Wholesale, retail and import/export trades	2
Financing, insurance, real estate and business services	1
Manufacturing	1
Others	1
Total	53

By cause

Cause	No. of labour disputes
Disputes involving principal contractor and subcontractor	28
Cessation of business/insolvency	14
Non-payment of wages	3
Variation of terms of employment contract	2
Dismissal	2
Retrenchment	1
Others	3
Total	53

- (b) A breakdown of claims (involving 20 or less employees) handled by LD in 2015 by cause is provided as follows:

Cause	No. of claims
Termination of contract	6 563
Non-payment of wages	4 579
Non-payment of holiday pay/annual leave pay/rest day pay/sickness allowance	1 484
Cessation of business/insolvency	134
Retrenchment/lay-off	119
Variation of terms of employment contract	80
Others	1 429
Total	14 388

Among the 14 388 claims handled as referred to in the above table, 57 were related to SMW.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)048

(Question Serial No. 1317)

Head: (90) Labour Department

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

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide the following information for 2015:

- (a) the number of claims filed by employees pursuant to Part VIA of the Employment Ordinance (EO), and the number of cases ruled in favour of employees;
- (b) of the cases ruled in favour of employees mentioned in (a), the number of cases in which an order for reinstatement or re-engagement was granted 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 it knows if any employers in the cases mentioned in (c) used the Mandatory Provident Fund (MPF) contributions to offset part of the terminal payments? If not, will the Government consider collecting such information so that the public can assess whether the protection under Part VIA of EO is adequate or not?

Asked by: Hon LEE Cheuk-yan (Member Question No. 28)

Reply:

The information sought is provided as follows:

- (a) The number of claims filed by employees with the court / LT pursuant to Part VIA of EO in 2015 and the number of cases ruled in favour of employees are provided as follows:

	2015
Number of Part VIA claims filed	701
Number of Part VIA claims disposed of	607
Number of Part VIA claims ruled in favour of employees	
(i) awarded	73
(ii) settled	384

- (b) Of the cases ruled in favour of employees mentioned in (a), 1 order for reinstatement was made by the court / LT. No order for re-engagement was made.
- (c) In 2015, a total of 9 cases were awarded terminal payments by the court / LT. The court and LT do not keep information on the breakdown of the number of cases by amount of terminal payments awarded.
- (d) Employers may apply on their own to the MPF trustees for using the accrued benefits attributed to employer's contribution in the employees' MPF account to offset part of the terminal payments after the conclusion of the cases. The Labour Department does not have information in this regard.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)049

(Question Serial No. 1318)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

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

- (a) breakdowns 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 2015;
- (b) among the breakdown figures in (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 (Member Question No. 29)

Reply:

The information sought is provided as follows:

- (a) In 2015, LD secured 148 347 placements for able-bodied job seekers. Of these, 14 040 placements were secured through the referral services of LD while 134 307 placements were made through direct applications by job seekers to employers who advertised their vacancies through LD. Job seekers who have found work through direct application are not required to report their placements to LD. LD therefore does not have statistics in respect of the placements of these job seekers. Breakdowns of the 14 040 placements secured through the referral of LD by gender and age, industry, occupation and earnings are as follows:

(i) By gender and age

Age	Male	Female	No. of placements
15-below 20	642	1 024	1 666
20-below 30	2 895	3 287	6 182
30-below 40	823	1 115	1 938
40-below 50	619	1 511	2 130
50-below 60	542	1 279	1 821
60 or above	134	169	303
Total	5 655	8 385	14 040

(ii) By industry

Industry	No. of placements
Manufacturing	716
Construction	224
Wholesale, retail and import/export trades	6 388
Restaurants and hotels	1 941
Transport, storage and communications	677
Financing, insurance, real estate and business services	1 676
Community, social and personal services	2 401
Others (including government sector)	17
Total	14 040

(iii) By occupation

Occupation	No. of placements
Managers and administrators	120
Professionals and associate professionals	711
Clerical support workers	2 365
Service workers	2 747
Shop sales workers	4 938
Skilled agricultural and fishery workers	21
Craft and related workers	257
Plant and machine operators and assemblers	302
Elementary occupations	2 488
Others	91
Total	14 040

(iv) By earnings

Monthly earnings	No. of placements
Below \$4,000	422
\$4,000-below \$5,000	283
\$5,000-below \$6,000	480
\$6,000-below \$7,000	1 211
\$7,000-below \$8,000	1 023
\$8,000-below \$9,000	1 638
\$9,000-below \$10,000	2 072
\$10,000-below \$11,000	2 042
\$11,000-below \$12,000	1 858
\$12,000-below \$13,000	1 078
\$13,000-below \$14,000	810
\$14,000 or above	1 123
Total	14 040

- (b) The 422 placements with monthly earnings below \$4,000, as referred to in Table (iv) above, were all part-time or temporary jobs.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)050****(Question Serial No. 1319)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

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

- (a) breakdowns 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 2015;
- (b) among the breakdown figures in (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 (Member Question No. 30)Reply:

The information sought is provided as follows:

- (a) In 2015, LD secured 2 401 placements for job seekers with disabilities. Breakdowns of the placements by gender and age, industry, occupation and earnings are provided as follows:

- (i) By gender and age

Age group	Male	Female	No. of placements
15-below 20	59	21	80
20-below 30	547	394	941
30-below 40	314	298	612
40-below 50	230	217	447
50-below 60	147	131	278
60 or above	37	6	43
Total	1 334	1 067	2 401

(ii) By industry

Industry	No. of placements
Manufacturing	155
Construction	30
Wholesale, retail and import/export trades	218
Restaurants and hotels	710
Transport, storage and communications	93
Financing, insurance, real estate and business services	385
Community, social and personal services	491
Others (including government sector)	319
Total	2 401

(iii) By occupation

Occupation	No. of placements
Managers and administrators	19
Professionals and associate professionals	95
Clerical support workers	476
Service workers	619
Shop sales workers	528
Agricultural and fishery workers	13
Craft and related workers	22
Plant and machine operators and assemblers	19
Elementary occupations	609
Others	1
Total	2 401

(iv) By earnings

Monthly earnings	No. of placements
Below \$3,000	542
\$3,000-below \$4,000	257
\$4,000-below \$5,000	242
\$5,000-below \$6,000	194
\$6,000-below \$7,000	221
\$7,000-below \$8,000	257
\$8,000-below \$9,000	228
\$9,000-below \$10,000	186
\$10,000 or above	274
Total	2 401

- (b) The 542 placements with monthly earnings below \$3,000, as referred to in Table (iv) above, were all part-time jobs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)051

(Question Serial No. 1320)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Supplementary Labour Scheme (SLS), would the Government provide:

- (a) the expenditure and staffing involved in 2015-16;
- (b) the estimated expenditure and staffing for 2016-17;
- (c) breakdowns by industry and occupation of the number of imported workers applied for under SLS and the success rate in 2015?

Asked by: Hon LEE Cheuk-yan (Member Question No. 31)

Reply:

The information sought is provided as follows:

- (a) SLS is primarily administered by the Supplementary Labour Division (SLD) of the Labour Department. The revised estimated expenditure of SLD in 2015-16 was \$240,000 (excluding staff cost). Its staff establishment comprised 26 Labour Officer Grade and 14 Clerical Grade posts.
- (b) The estimated expenditure of SLD for 2016-17 is \$270,000 (excluding staff cost). Its staff establishment comprises 26 Labour Officer Grade and 14 Clerical Grade posts.
- (c) In 2015, employers applied to import 4 689 workers under SLS. The number of imported workers approved was 2 880, representing 61.4% of the number of imported workers applied for in the same year. Breakdowns of the number of imported workers applied for and approved by industry and job title are at Annexes 1 and 2.

**Number of imported workers applied for and approved
under SLS in 2015:
a breakdown by industry**

Industry	Number of imported workers applied for*	Number of imported workers approved*
1. Agriculture and Fishing	658	547
2. Manufacturing	224	126
3. Construction	1 250	938
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	395	154
5. Transport, Storage and Communications	44	17
6. Financing, Insurance, Real Estate and Business Services	303	5
7. Community, Social and Personal Services	1 815	1 093
Total	4 689	2 880

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2015:
a breakdown by job title**

Job title	Number of imported workers applied for*	Number of imported workers approved*
1. Care Worker (Elderly Service)	1 361	1 035
2. Livestock/Poultry/Fish/Crop Farm Worker	469	391
3. Cook	224	85
4. Bar Bender and Fixer	200	103
5. Gardening Worker	177	128
6. Rigger/Metal Formwork Erector	110	30
7. Quality Controller/Inspector/Control Supervisor	90	56
8. Structural Steel Welder	80	4
9. Care Worker (Disabled Service)	79	43
10. Others	1 899	1 005
Total	4 689	2 880

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)052

(Question Serial No. 1321)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding Item 841 Work Incentive Transport Subsidy (WITS) Scheme under Subhead 700, would the Government provide:

- (a) the expenditure involved in 2015-16 (with a breakdown by subsidy payment, staff cost, operating expenses, publicity and promotion);
- (b) the staff establishment and the actual number of staff employed in 2015-16 (including whether there were any non-civil service contract (NCSC) staff);
- (c) the estimated expenditure for 2016-17 (with a breakdown by subsidy payment, staff cost, operating expenses, publicity and promotion);
- (d) the staff establishment and the estimated number of staff to be employed in 2016-17 (including whether there are any NCSC staff)?

Asked by: Hon LEE Cheuk-yan (Member Question No. 32)

Reply:

The information sought is provided as follows:

- (a) A breakdown of the 2015-16 revised estimate for the WITS Scheme is provided below:

Item	Amount (\$million)
Subsidy payment	318.5
Staff cost	86.3
Operating expenses	7.3
Accommodation and related expenditure	13.6
Publicity and promotion	1.0
Total	426.7

- (b) In 2015-16, the WITS Division of the Labour Department (LD) had an establishment of 198 civil service posts and 130 NCSC positions. As at end-February 2016, its strength included 170 civil service and 86 NCSC staff.
- (c) A breakdown of the estimated expenditure for the WITS Scheme in 2016-17 is provided below:

Item	Amount (\$million)
Subsidy payment	318.5
Staff cost	67.5
Operating expenses	7.3
Accommodation and related expenditure	13.6
Publicity and promotion	1.0
Total	407.9

- (d) For 2016-17, the WITS Division of LD will have an establishment of 136 civil service posts and 130 NCSC positions. Its actual strength will be subject to caseload. LD will review the Division's manpower situation from time to time.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)053

(Question Serial No. 1322)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding Item 841 Work Incentive Transport Subsidy (WITS) Scheme under Subhead 700, would the Government provide:

- (a) the number of applications received, as well as the number of successful applications and the amount of subsidy granted in 2015 (with breakdowns by applicant's gender, age, household size, industry, occupation, employment earnings, working hours and residential district);
- (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, travelling expenses not incurred in commuting to and from work, and applicant not being employed or self-employed in 2015?

Asked by: Hon LEE Cheuk-yan (Member Question No. 33)

Reply:

The information sought is provided as follows:

- (a) In 2015, the WITS Scheme received 78 278 applications involving a gross applicant count of 80 726. Over the same period, 71 839 applications with a gross applicant count of 74 426 were granted the subsidy totalling \$327.9 million. Breakdowns of the number of applicants received 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 2015, 241 applications were rejected for the following reasons:

Reason	No. of applications
Asset limit being exceeded	117
Income limit being exceeded	63
Travelling expenses not incurred in commuting to and from work	33
Applicant working less than 36 hours per month	15
Applicant not being lawfully employed and self-employed	5
Others	88

More than 1 reason may be applicable to the same application.

Work Incentive Transport Subsidy Scheme

Number of applicants received and number of applicants granted the subsidy
(gross applicant count) in 2015

with breakdowns by gender, age, household size, industry, occupation,
employment earnings, working hours and residential district

Breakdown by gender

Gender	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Male	33 801	30 984
Female	46 910	43 442
Information not provided by applicant	15	-
Total	80 726	74 426

Breakdown by age

Age	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
15 - below 20	735	608
20 - below 30	8 536	7 546
30 - below 40	13 060	11 786
40 - below 50	23 118	21 346
50 - below 60	23 319	21 871
60 or above	11 931	11 269
Information not provided by applicant	27	-
Total	80 726	74 426

Breakdown by household size

Household size	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
1 person or individual-based application*	46 968	43 602
2 persons	10 743	9 893
3 persons	10 555	9 616
4 persons	9 409	8 550
5 persons	2 268	2 062
6 persons or above	783	703
Total	80 726	74 426

* Individual-based applicants did not provide information about their household size.

Breakdown by industry

Industry	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Manufacturing	4 193	4 014
Construction	2 438	2 111
Import/export, wholesale and retail trades	10 195	9 368
Accommodation and food services	12 854	11 657
Transportation, storage, postal and courier services, information and communications	6 750	6 236
Financing, insurance, real estate, professional and business services	31 475	29 364
Public administration, social and personal services	11 981	11 042
Others	724	634
Information not provided by applicant	116	-
Total	80 726	74 426

Breakdown by occupation

Occupation	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Professionals	836	759
Associate professionals	2 772	2 474
Clerical support workers	10 283	9 528
Service and sales workers	19 419	17 624
Craft and related workers	3 257	3 009
Plant and machine operators and assemblers	1 209	1 102
Elementary occupations	40 457	37 844
Others	2 376	2 086
Information not provided by applicant	117	-
Total	80 726	74 426

Breakdown by employment earnings

Average monthly employment earnings	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
\$6,000 or below	19 213	18 021
Above \$6,000 - \$7,000	10 683	10 532
Above \$7,000 - \$8,000	21 176	20 043
Above \$8,000	29 483	25 830
Information not provided by applicant	171	-
Total	80 726	74 426

Breakdown by working hours

Average monthly working hours	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Less than 36 hours	168	-
36 hours - less than 72 hours	2 410	2 051
72 hours or more	77 703	72 375
Information not provided by applicant	445	-
Total	80 726	74 426

Breakdown by residential district

District Council district	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Central & Western	600	564
Eastern	2 799	2 705
Southern	1 405	1 310
Wan Chai	281	298
Kowloon City	3 977	2 700
Kwun Tong	10 643	9 778
Sham Shui Po	6 516	5 972
Wong Tai Sin	5 833	5 464
Yau Tsim Mong	1 791	1 974
Islands	1 592	1 485
Kwai Tsing	8 701	7 874
North	4 273	4 077
Sai Kung	3 111	2 814
Sha Tin	5 607	4 963
Tai Po	2 117	2 041
Tsuen Wan	2 108	2 237
Tuen Mun	8 960	8 410
Yuen Long	10 024	9 371
Outside Hong Kong	369	389
Information not provided by applicant	19	-
Total	80 726	74 426

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)054

(Question Serial No. 1323)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Employment and Training Programme (YETP), would the Government provide:

- (a) the expenditure involved in 2014-15 and 2015-16 and the estimated expenditure for 2016-17;
- (b) the respective numbers of employers and trainees who were granted the training allowances and the amounts involved in 2014-15 and 2015-16;
- (c) the respective numbers of trainees who received pre-employment training in 2014-15 and 2015-16;
- (d) the respective numbers of trainees who were placed into on-the-job training vacancies in 2014-15 and 2015-16 (with breakdowns by industry and occupation); and
- (e) the employment rate of the trainees in 2014-15 (with breakdowns by industry and occupation)?

Asked by: Hon LEE Cheuk-yan (Member Question No. 34)

Reply:

The information sought is provided as follows:

- (a) In 2014-15 and 2015-16, the actual expenditure and estimated expenditure for implementing YETP were \$79.8 million and \$77.1 million respectively. In 2016-17, the Labour Department (LD) has earmarked \$112.7 million for YETP to meet rising expenses (including the provision of case management and employment support services, launch of different projects in collaboration with employers and various

organisations, revamp of the YETP website and further enhancement of publicity activities) and the expenditure arising from the potential increase in the number of young people enrolled under YETP.

- (b) In 2014-15, a total of \$47.2 million on-the-job training allowance involving 2 594 placements for young people was granted to 750 employers, and another \$2.2 million was granted to 2 383 trainees in the form of pre-employment training allowance, workplace attachment training allowance and reimbursement of course and/or examination fees.

In 2015-16 (up to February 2016), a total of \$41 million on-the-job training allowance involving 2 043 placements for young people was granted to 672 employers, and another \$1.7 million was granted to 1 476 trainees in the form of pre-employment training allowance, workplace attachment training allowance and reimbursement of course and/or examination fees.

- (c) YETP runs from September each year to August of the following year. In the 2014-15 and 2015-16 (up to February 2016) programme years, 2 976 and 1 245 trainees received pre-employment training respectively.
- (d) In the 2014-15 and 2015-16 (up to February 2016) programme years, 3 207 and 1 842 trainees were placed into on-the-job training vacancies respectively. Breakdowns of the figures by industry and occupation are tabulated below:

Breakdown by industry

Industry	No. of trainees placed into on-the-job training vacancies	
	2014/15 Programme year	2015/16 Programme year (up to February 2016)
Manufacturing	76	33
Construction	1 089	642
Wholesale, retail and import/export trades, restaurants and hotels	367	133
Transport, storage and communications	430	265
Financing, insurance, real estate and business services	346	216
Community, social and personal service	609	423
Government sector	244	109
Others	46	21
Total	3 207	1 842

Breakdown by occupation

Occupational Group	No. of trainees placed into on-the-job training vacancies	
	2014/15 Programme year	2015/16 Programme year (up to February 2016)
Associate professionals	304	193
Clerical support workers	501	230
Service workers	461	244
Sales workers	282	179
Craft and related workers	1 545	957
Plant and machine operators and assemblers	54	22
Elementary occupations	31	0
Others	29	17
Total	3 207	1 842

- (e) According to the findings of the trainee development survey conducted by LD on trainees who were enrolled under YETP and completed the 12 months' support services in the 2014/15 programme year, 83.5% of the trainees were in employment at the time of survey. LD does not keep information on the trainees by industry and occupation.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)055

(Question Serial No. 1324)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to the inspections to employment agencies (EAs), would the Government provide the following information:

- (a) the staff establishment, expenditure involved and annual number of inspections to EAs by each post in 2015-16; and
- (b) the estimated staff establishment, expenditure involved and annual number of inspections to EAs by each post in 2016-17?

Asked by: Hon LEE Cheuk-yan (Member Question No. 35)

Reply:

The information sought is provided as follows:

- (a) In 2015-16, there were 11 Labour Officer Grade staff in the Employment Agencies Administration (EAA). During the year, EAA conducted a total of 1 803 inspections to EAs. The expenditure of EAA in that financial year was \$1.48 million (excluding staff cost).
- (b) In 2016-17, 4 Labour Officer Grade staff will be added to EAA, making a total of 15 staff, to tighten regulation on EAs, including the introduction of a code of practice (CoP) for EAs and implementation of work related to CoP this year. EAA's target number of inspections in the coming year is 1 800. The estimated expenditure is \$2.1 million (excluding staff cost).

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)056

(Question Serial No. 2080)

Head: (90) Labour Department

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

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (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 at the occupational health clinics of the Labour Department (LD) in 2015. What was the number of patients suffering from diseases or injuries unrelated to work?
- (b) Please provide breakdowns of the above 2 groups of patients by sex, age, industry, occupation and type of diseases.

Asked by: Hon LEE Cheuk-yan (Member Question No. 36)

Reply:

The information sought is provided as follows:

- (a) In 2015, a total of 1 685 new patients sought consultation at the occupational health clinics of LD. Among them, 1 485 (88.1%) suffered from diseases or injuries caused by, related to or aggravated by work, while the remaining 200 (11.9%) suffered from diseases or injuries unrelated to work.
- (b) Breakdowns of the above 2 groups of patients by sex, age, industry, occupation and type of diseases are provided in the tables below:

By sex

Sex	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Male	532 (35.8%)	103 (51.5%)
Female	953 (64.2%)	97 (48.5%)
Total	1 485 (100%)	200 (100%)

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
20 or below	3 (0.2%)	1 (0.5%)
Above 20 to 40	309 (20.8%)	28 (14.0%)
Above 40 to 60	1 087 (73.2%)	154 (77.0%)
Above 60	86 (5.8%)	17 (8.5%)
Total	1 485 (100%)	200 (100%)

By industry

Industry	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Public administration, and social and personal services	637 (42.9%)	95 (47.5%)
Wholesale, retail and import/export trades, and accommodation and food services	319 (21.5%)	31 (15.5%)
Financing, insurance, real estate, and professional and business services	226 (15.2%)	34 (17.0%)
Transportation, storage, postal, courier services, and information and communications	116 (7.8%)	22 (11.0%)
Construction	87 (5.9%)	9 (4.5%)
Manufacturing	73 (4.9%)	6 (3.0%)
Others	27 (1.8%)	3 (1.5%)
Total	1 485 (100%)	200 (100%)

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Services and sales workers	435 (29.3%)	55 (27.5%)
Elementary occupations	343 (23.1%)	30 (15.0%)
Clerical support workers	262 (17.6%)	42 (21.0%)
Professionals, technicians and associate professionals	239 (16.1%)	42 (21.0%)
Craft and related trade workers, plant and machine operators, and assemblers	180 (12.1%)	24 (12.0%)
Others	26 (1.8%)	7 (3.5%)
Total	1 485 (100%)	200 (100%)

By type of diseases (including injuries)

Type of diseases	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	1 258 (84.7%)	138 (69.0%)
Injuries	157 (10.6%)	8 (4.0%)
Auditory	21 (1.4%)	4 (2.0%)
Skin	11 (0.7%)	5 (2.5%)
Neurological	7 (0.5%)	6 (3.0%)
Visual	4 (0.3%)	1 (0.5%)
Respiratory	2 (0.1%)	3 (1.5%)
Others	25 (1.7%)	35 (17.5%)
Total	1 485 (100%)	200 (100%)

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)057

(Question Serial No. 2081)

Head: (90) Labour Department

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

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What systematic preventive and enforcement measures are expected to be taken in 2016-17 to tackle fall-from-height hazards and other work hazards in the construction sector? What are the staff establishment and expenditure involved?
- (b) What initiatives and promotional programmes are expected to be launched in 2016-17 to raise the standard and awareness of stakeholders in the construction and catering industries on occupational safety and health? What are the staff establishment and expenditure involved?
- (c) Will measures be taken in 2016-17 to step up efforts 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 (Member Question No. 37)

Reply:

The information sought is provided as follows:

- (a) In addition to carrying out routine inspections as well as educational and publicity work, the Labour Department (LD) will intensify the following systemic preventive and enforcement measures in 2016-17 to tackle fall-from-height hazards and other work hazards posed to workers in construction works (including major works projects and renovation, maintenance, alteration and addition works):
 - (i) containing work risks at source by targeting systemic work risks such as work-at-height, lifting operations and electrical work, including enhancing liaison with major works project proponents and asking them to urge their

contractors to strengthen site safety management systems in respect of high-risk processes and enhance safety audits of major works projects;

- (ii) strengthening the analysis of underlying systemic risks of serious construction accidents, instituting targeted inspections and enforcement actions, organising thematic seminars on work safety and formulating codes of practice on work safety; and
- (iii) collaborating with trade associations, workers' unions, professional bodies, related organisations and other government departments to explore measures to enhance work-at-height safety. The measures include encouraging more contractors and workers to use standard-conforming mobile working platforms and requiring workers to use safety helmets with chin straps, so as to further protect workers' safety while working at height.

Preventive and enforcement work focusing on occupational safety of the construction industry mentioned above is an integral part of LD's ongoing work, and the manpower and expenditure involved cannot be separately identified.

- (b) In 2016-17, LD will launch large-scale promotional campaigns targeting the construction and catering industries to enhance the safety awareness of employers and employees in these 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, in collaboration with the Occupational Safety and Health Council, major trade associations and the workers' unions concerned, organise other promotional campaigns to enhance the occupational safety and health awareness of employers and employees in these industries through training courses, seminars, roving exhibitions, out-reaching promotional visits, television and radio Announcements in the Public Interest, occupational safety and health messages publicised on newspapers and LD's webpages and compilation and updating of safety guidelines. The above work is an integral part of LD's ongoing work on occupational safety and health, and the expenditure and manpower involved cannot be separately identified.
- (c) LD reminds employers from time to time, through the mass media, advertisements on public transport, booklets/posters and seminars, to report work-related injuries or deaths within specified periods as stipulated in the Employees' Compensation Ordinance. LD will continue to conduct investigations into suspected non-compliance cases/complaints, and institute prosecutions against employers for failure in meeting the statutory requirements when there is sufficient evidence. Publicity and enforcement of prompt reporting of work-related injuries or deaths is an integral part of LD's ongoing promotional and enforcement work, and the manpower and expenditure involved in combating non-reporting of work accidents by contractors cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)058

(Question Serial No. 2082)

Head: (90) Labour Department

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

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government advise this Committee of:

- (a) the number of industrial fatalities that occurred on construction sites in the past 3 years and, for each fatality, the name of the principal contractor involved, type of accident, trade and ethnic origin of the worker involved, whether the worker involved was imported and the construction site involved was under a public works project; and
- (b) the number of non-fatal industrial accidents that occurred on construction sites in the past 3 years, with breakdowns by name of the principal contractors involved, type of accidents, trade and ethnic origin of the workers involved, whether the workers involved were imported and the construction sites involved were under public works projects?

Asked by: Hon LEE Cheuk-yan (Member Question No. 38)

Reply:

The information sought is provided as follows:

- (a) In the full years from 2013 to 2015, there were 22, 20 and 19 industrial fatalities in the construction industry respectively. A breakdown by type of accidents is provided at Annex 1.

The industrial fatalities in the construction industry involved 1 Nepalese and 1 Pakistani workers in 2013, 2 Vietnamese workers in 2014 and 1 Nepalese worker in 2015. The rest of the industrial fatalities involved Chinese workers.

The Labour Department (LD) is unable to provide the names of the principal contractors involved in the above fatalities mainly because disclosure of the

information will result in those who are facing or may face legal proceedings not having a chance of a fair trial.

LD does not keep breakdowns of each fatality by trade of the worker involved and whether the worker was imported.

In the full years from 2013 to 2015, there were respectively 5, 3 and 4 industrial fatalities involving public works projects.

- (b) In the full years of 2013 and 2014, as well as the first 3 quarters of 2015, there were respectively 3 210, 3 447 and 2 745 non-fatal industrial accidents in the construction industry. A breakdown by type of accidents is provided at Annex 2. LD does not keep breakdowns of each non-fatal accident by name of the principal contractor, trade and ethnic origin of the worker involved and whether the worker was imported.

In the full years of 2013 and 2014, as well as the first 3 quarters of 2015, there were respectively 183, 197 and 174 non-fatal industrial accidents involving public works projects.

**Industrial Fatalities in the Construction Industry in the Full Years
from 2013 to 2015 by Type of Accidents**

Type of accidents	2013	2014	2015
Trapped in or between objects	0	2	1
Fall of person from height	15	7	9
Striking against or struck by moving object	2	2	1
Contact with electricity or electric discharge	0	2	3
Struck by falling object	2	5	3
Struck by moving vehicle	1	0	1
Drowning	1	0	0
Exposure to fire	0	1	0
Injured by fall of ground	1	0	0
Asphyxiation	0	1	1
Total	22	20	19

**Non-fatal Industrial Accidents in the Construction Industry in the Full Years
of 2013 and 2014 as well as the First 3 Quarters of 2015 by Type of Accidents**

Type of accidents	2013	2014	First 3 quarters of 2015
Trapped in or between objects	133	201	122
Injured whilst lifting or carrying	488	447	496
Slip, trip or fall on same level	779	855	683
Fall of person from height	416	365	274
Striking against fixed or stationary object	304	387	287
Striking against or struck by moving object	600	638	414
Stepping on object	6	9	8
Exposure to or contact with harmful substance	15	24	10
Contact with electricity or electric discharge	10	10	4
Trapped by collapsing or overturning object	5	4	2
Struck by falling object	47	63	82
Struck by moving vehicle	16	25	26
Contact with moving machinery or object being machined	216	213	177
Exposure to fire	4	2	5
Exposure to explosion	6	2	5
Injured by hand tool	97	106	87
Injured by fall of ground	1	0	0
Contact with hot surface or substance	12	23	16
Injured by animal	0	0	1
Others	55	73	46
Total	3 210	3 447	2 745

Note: Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2015. The industrial accident statistics of the full year of 2015 will be released in April 2016.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)059

(Question Serial No. 2083)

Head: (90) Labour Department

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

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide a breakdown of the number of applications to the Protection of Wages on Insolvency Fund (PWIF) in 2015 by the time required to effect payment?

Asked by: Hon LEE Cheuk-yan (Member Question No. 39)

Reply:

A breakdown of the number of applications to PWIF in 2015 by the time required to effect payment is provided as follows:

Time required to effect payment upon receipt of the necessary information and documents by the Labour Department	Number of Applications
4 weeks or less	2 812
More than 4 weeks to 6 weeks	69
More than 6 weeks to 8 weeks	13
More than 8 weeks to 10 weeks	0
Total	2 894

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)060

(Question Serial No. 2084)

Head: (90) Labour Department

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

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Would the Government provide a breakdown of the employees' compensation claims processed in 2015 by industry? As at the end of 2015, how many cases were resolved? What was the amount of compensation involved?
- (b) Would the Government provide a breakdown of the employees' compensation cases received by various branch offices of the Employees' Compensation Division (ECD) in 2015?

Asked by: Hon LEE Cheuk-yan (Member Question No. 40)

Reply:

The information sought is provided as follows:

- (a) In 2015, the Labour Department (LD) processed a total of 51 917 employees' compensation claims reported under the Employees' Compensation Ordinance. Of these, 14 994 cases involved incapacitation of employees for not more than 3 days with no permanent incapacity. As the employers made direct payment of compensation to the employees in these cases, LD does not keep a breakdown of such claims by industry. For the remaining 36 923 cases, a breakdown by industry is provided below:

Industry	Number of Cases
Public Administration, Social and Personal Services	7 394
Finance and Insurance, Real Estate, Professional and Business Services	6 892
Food and Beverage Services	5 944
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 315
Transportation, Storage, Postal and Courier Services, Information and Communications	4 154
Construction	3 955
Manufacturing	2 313
Others	956
Total	36 923

In 2015, of all the 51 917 reported cases, 37 532 were resolved. The amount of employees' compensation involved was \$280.2 million. The remaining cases were awaiting expiry of sick leave, assessment of permanent incapacity or court judgement.

- (b) A breakdown of the employees' compensation claims received by various branch offices of ECD of LD in 2015 is provided below:

Branch Office	Number of Cases
Hong Kong East Office	5 237
Hong Kong West Office	8 040
Kowloon East Office	6 619
Kowloon West Office	4 753
Kwun Tong Office	6 264
Government Servants and Seamen Office	5 480
Kwai Chung Office	4 214
Tsuen Wan Office	4 971
Shatin Office	6 148
Fatal Cases Office	191
Total	51 917

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)061****(Question Serial No. 2085)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

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

- (a) breakdowns by industry and reason of the prosecutions taken out by the Labour Department (LD) under this Programme in 2015 and, among which, the number of cases involving violation of the Statutory Minimum Wage (SMW) requirement;
- (b) details of the convictions and penalties.

Asked by: Hon LEE Cheuk-yan (Member Question No. 41)Reply:

The information sought is provided as follows:

- (a) In 2015, a total of 1 903 prosecutions were taken out by LD and there were 1 609 convictions. A breakdown by industry is provided in the following table:

Industry	2015	
	No. of Prosecutions	No. of Convictions
Catering	208	192
Manufacturing	60	56
Construction	124	102
Import/Export Trade	221	170
Wholesale/Retail Trade	281	267
Hotels	4	2
Transport, Storage and Communications	316	289
Finance, Insurance, Real Estate and Business Services	456	338

Industry	2015	
	No. of Prosecutions	No. of Convictions
Community, Social and Personal Services	228	188
Others	5	5
Total	1 903	1 609

A breakdown by reason for taking out prosecutions is as follows:

Reason	2015	
	No. of Prosecutions	No. of Convictions
Failure to take out employees' compensation insurance	868	829
Wage offences	696	521
Default on awarded payment of the Labour Tribunal/ Minor Employment Claims Adjudication Board	149	103
Holiday offences	90	74
Failure to pay periodical payments under the Employees' Compensation Ordinance	26	26
Failure to keep record of employees	11	8
Others	63	48
Total	1 903	1 609

Among the prosecutions taken out by LD, 4 convictions involved violation of the SMW requirement by employers.

- (b) In 2015, a record high fine of \$1.07 million was imposed by the court on 1 employer for prolonged default on wage payment. The highest fines imposed on an individual case involving holiday offences and failure to take out employees' compensation insurance were both \$40,000. Besides, 1 employer convicted of wage offences was sentenced to immediate imprisonment for 4 months, while another employer convicted of failure to take out employees' compensation insurance was sentenced to imprisonment for 14 days (suspended for 24 months). 1 employer and 2 directors were sentenced to perform community service for 160 to 240 hours for wage offences and default on awarded payment of the Labour Tribunal.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)062

(Question Serial No. 2874)

Head: (90) Labour Department

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

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Article 4 of the International Labour Convention (ILC) No. 98 stipulates that necessary measures shall be taken to encourage and promote the determination of terms and conditions of employment by means of collective agreements between employers (or employers' associations) and workers' organisations. In this regard, would the Government advise this Committee of the following:

- (a) What measures did the Government take in 2015-16 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 Government plan to take in 2016-17 to encourage and promote the use of collective agreements (excluding negotiation between an employer and individual employees)? What is the expenditure involved?
- (c) Is the Government aware of the current application of collective agreements in Hong Kong, including the employers (or employers' associations) 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? If not, will such information be collected systematically so that the public can assess the effectiveness of the Government's implementation of Article 4 of ILC No. 98?

Asked by: Hon LEE Cheuk-yan (Member Question No. 26)

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. In 2015-16, LD continued to promote employer-employee communication and dialogue to human resources managers and corporate executives through 18 Human Resources Managers' Clubs covering various trades and industries, so as to encourage enhancement of communication and constructive interaction between employers and employees or their organisations at enterprise level, with a view to fostering an environment conducive to, and cultivate an appreciation of the merits of, voluntary and direct negotiation. Furthermore, LD promoted workplace consultation among different enterprises through newsletters of the Human Resources Managers' Clubs. LD also arranged a sharing session and organisation visit for representatives of trade associations, employers and workers' unions of various industries to enhance communication and understanding among the parties concerned at industry level. 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 2016-17, 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. At industry level, LD will also continue to strengthen cooperation and promote effective communication and dialogue amongst employers, employers' associations and workers' unions through 9 industry-based Tripartite Committees. The expenditure involved in these activities cannot be separately identified.
- (c) As with employment contracts signed between employers and individual employees, employers and employees or their organisations are not required by law to notify the Government of and provide information on the collective agreements that they have entered into. As such, the Government does not keep information on the number of collective agreements reached and the number of employees covered. As far as LD understands, some employers in trades like printing, construction, public buses, air transport, pig-slaughtering, elevator maintenance, food and beverage processing, etc. have signed agreements with employees or their organisations on issues related to the terms and conditions of employment. Collective agreements will be legally binding on both parties if the terms of the agreements are 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 employment of the employees covered by the agreements.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)063

(Question Serial No. 0666)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to Government statistics, the unemployment rate of young people in Hong Kong has been 2 to 3 times higher than the overall unemployment rate over a long period of time, showing that young people in Hong Kong are facing quite acute employment difficulties. In this connection, would the Government advise this Committee:

- (a) of the measures taken to support the employment of young people and the related expenditure in the past 3 years;
- (b) whether it will provide direct subsidies for the employment of young people in order to provide more career choices for our younger generation to realise their potential, including stepping up sectoral publicity, enhancing training, and providing, among other things, cash incentive to encourage young people to join the workforce. If yes, what are the details? If not, what are the reasons?

Asked by: Dr Hon Priscilla LEUNG Mei-fun (Member Question No. 44)

Reply:

- (a) Young people in many places, including Hong Kong, may encounter greater difficulties in securing employment because they may not be as competitive in terms of educational attainment, training, work experience and job search skills. To help young people in Hong Kong secure employment, the Labour Department (LD) implements the Youth Employment and Training Programme (YETP) which provides comprehensive pre-employment and on-the-job training opportunities for young school leavers aged 15 to 24 with educational attainment at sub-degree level or below to enhance their employability and employment opportunities. Under YETP, customised career guidance and employment support services offered by professional social workers, pre-employment training, workplace attachment, on-the-job training and reimbursement of course and examination fees are provided to young people. In

2013-14 and 2014-15, the actual expenditures for implementing YETP were \$66.4 million and \$79.8 million respectively. In 2015-16, the estimated expenditure is \$77.1 million.

- (b) To encourage employers to provide young people with more employment opportunities, employers who engage young people and offer them on-the-job training under YETP are entitled to a maximum monthly training allowance of \$3,000 for 6 to 12 months per trainee engaged. Moreover, to encourage young people to participate in training and workplace attachment training, trainees who complete the training courses under YETP are entitled to a training allowance of \$50 per day while trainees who complete the one-month attachment training are entitled to an allowance of \$3,000. Over the on-the-job training period, trainees can apply for off-the-job vocational training allowance of up to \$4,000.

Tailor-made training-cum-employment projects, organised in collaboration with employers and training bodies, are one of the core services of YETP. Arrangements will be made for the trainees who have completed the specially designed pre-employment training to undergo on-the-job training offered by participating employers. These projects offer vacancies in various industries and meet the diversified needs and interests of young people. In 2014 and 2015, LD enhanced its collaboration with employers and various organisations under YETP and launched a number of pilot employment projects for industries such as retail, customer service, information technology, banking and hospitality. These projects are targeted at industries with recruitment needs, or cater to the employment needs of specific youth groups so as to enhance the employability and employment opportunities of young people with different backgrounds. At present, around 7 000 young people benefit from YETP each year. LD will continue to strengthen its promotional activities on all fronts with a view to canvassing more vacancies for organising more value-added projects and programmes for young people.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)064****(Question Serial No. 0754)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (1) Labour Relations (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide the work details, expenditure involved, number of beneficiaries, manpower and effectiveness in respect of the following areas of work of the Labour Department (LD) in each of the past 5 years, with breakdowns by year:

- (a) Work Incentive Transport Subsidy (WITS) Scheme (by household size);
- (b) Standard Working Hours (SWH) Committee;
- (c) processing employees' compensation claims (by category of claims); and
- (d) combating wage offences.

Asked by: Hon LEUNG Yiu-chung (Member Question No. 26)Reply:

The information sought is provided as follows:

- (a) The WITS Scheme started receiving applications from October 2011 to help low-income earners reduce their cost of travelling to and from work and encourage them to secure or stay in employment. Applicants may choose to apply for the subsidy on an individual or household basis since 2013. The annual expenditure and staff establishment (including civil service posts and non-civil service contract positions) for the WITS Scheme from 2011-12 onwards are provided below:

	2011-12	2012-13	2013-14	2014-15	2015-16
Expenditure (\$ million)	133.0	267.8	406.4	442.9	426.7 (revised estimate)
Staff establishment	298	298	328	328	328

From October 2011 to end-December 2015, 268 147 applications with a gross applicant count of 283 309 were granted the subsidy. The yearly number of applications granted the subsidy and breakdown of the number of applicants granted the subsidy (gross applicant count) by household size are provided below:

	2011 (from October)	2012	2013	2014	2015
Number of applications granted the subsidy	9 776	45 501	63 260	77 771	71 839
Breakdown of the number of applicants granted the subsidy (gross applicant count) by household size					
1 person or individual-based application*	904	4 299	22 494	46 592	43 602
2 persons	3 090	14 451	14 520	10 722	9 893
3 persons	3 198	14 868	14 522	10 790	9 616
4 persons	2 471	12 231	12 347	9 515	8 550
5 persons	594	3 015	2 983	2 272	2 062
6 persons or above	180	992	1 035	798	703
Total number of applicants (gross applicant count)	10 437	49 856	67 901	80 689	74 426

* Individual-based applicants did not provide information about their household size.

(b) SWH Committee

In 2013-14, LD created 8 time-limited posts, comprising 7 Labour Officer Grade posts and 1 General Grade post, to support the SWH Committee which was set up in April 2013 by assisting in the planning and launching of its various activities, including public educational activities, first-stage consultation and the working hours survey. The actual expenditure involved in the year was \$2.33 million (excluding staff cost).

In 2014-15, LD created another 8 time-limited posts, comprising 6 Labour Officer Grade posts and 2 General Grade posts, to tie in with the first-stage consultation, the working hours survey and other related work of the SWH Committee. The actual expenditure involved in the year was \$10.73 million (excluding staff cost).

The SWH Committee further explored the working hours policy directions suitable for Hong Kong in 2015-16 by making reference to the findings of the first-stage consultation and the working hours survey, and planned to launch the second-stage consultation on the working hours policy directions being explored later this year. LD continued to support the SWH Committee's work by the 16 time-limited posts created in the past 2 financial years. The revised estimated expenditure involved in the year was \$7.32 million (excluding staff cost).

- (c) LD's Employees' Compensation Division (ECD) assists employees who sustain a work injury or contract an occupational disease prescribed in the Employees' Compensation Ordinance (ECO), as well as family members of an employee who dies in a work accident, to obtain compensation as required under ECO. Besides, ECD promotes, reviews and enforces provisions of relevant ordinances. As processing employees' compensation claims is part of the duties of ECD of LD, the expenditure and manpower involved cannot be separately identified.

The number of employees' compensation claims processed under ECO by LD in the past 5 years and the number of claims settled in the same respective year are provided below:

Number of employees' compensation claims processed	2011	2012	2013	2014	2015
Resulting in incapacitation for <u>not</u> more than 3 days	15 944	16 266	16 096	15 531	14 994
Resulting in incapacitation for more than 3 days [^]	41 052	40 497	39 072	38 386	36 923
Total	56 996	56 763	55 168	53 917	51 917
Number of employees' compensation claims settled in the same respective year ^{^*}	41 481	41 175	39 836	38 585	37 532

[^] Figures include fatal cases.

^{*} The remaining claims that could not be settled in the same respective year were awaiting expiry of sick leave, assessment of permanent incapacity or court judgement.

LD does not keep statistics on the number of beneficiaries of employees' compensation claims and the category of claims.

- (d) LD is committed to protecting the statutory rights of employees, including timely payment of wages. To combat offences (especially wage offences) under the Employment Ordinance (EO), LD has hired former police officers as contract investigation officers to reinforce its capacity in intelligence gathering and evidence collection. LD also detects wage defaults and other offences by conducting inspections to workplaces of various industries and widely publicises its complaint hotline (2815 2200) to encourage reporting of offences so that prompt follow-up actions can be taken.

Prosecution will be initiated when there is sufficient evidence to prove an employer's non-compliance with the wage payment requirements under EO and employees are willing to act as prosecution witnesses. Besides, if a limited company has committed a wage offence with the consent, connivance or neglect of its directors or responsible persons, LD will also prosecute the culpable directors or responsible persons.

LD secured convictions for 2 669 summonses in respect of wage offences under EO in the past 5 years. Among them, 697 summonses were convicted against directors and

responsible persons of limited companies. A yearly breakdown of the summonses convicted is provided below:

	2011	2012	2013	2014	2015
Number of summonses convicted	876	525	443	304	521
Number of summonses convicted against directors and/or responsible persons of limited companies	161	115	177	48	196

Over the above period, a record high fine of \$1.07 million was imposed by the court on a case involving prolonged default on wage payment. 5 employers were sentenced to immediate imprisonment for wage offences. Another 2 employers and 5 company directors were given suspended sentence, while 5 employers and 6 company directors were sentenced to perform community service.

As the staff of the investigation and prosecution divisions are responsible for the enforcement of various labour laws, the manpower and expenditure required for combating wage offences cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)065****(Question Serial No. 1328)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (1) Labour RelationsControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

At present, the public can lodge claims with the Labour Department (LD) in case of labour disputes. Please advise this Committee of the number of employees who lodged claims with LD, and the number of employees whose claims involving labour disputes were resolved through conciliation in the past 5 years, with breakdowns in the tables below:

Claims					
	2011	2012	2013	2014	2015
Recovery of wages in arrears	persons	persons	persons	persons	persons
Recovery of other allowances					
Recovery of commission					
Recovery of overtime allowance					
Recovery of underpaid wages					
Recovery of deducted wages					
Recovery of wages deducted for Mandatory Provident Fund contributions					
Recovery of wages in lieu of notice					
Recovery of					

	2011	2012	2013	2014	2015
statutory holiday pay					
Recovery of annual leave pay					
Recovery of rest day pay					
Recovery of severance payment/long service payment					
Recovery of end of year payment					
Recovery of sickness allowance					
Recovery of maternity leave pay					
Recovery of compensation under s.32P					

Claims resolved through conciliation

	2011	2012	2013	2014	2015
Recovery of wages in arrears	persons	persons	persons	persons	persons
Recovery of other allowances					
Recovery of commission					
Recovery of overtime allowance					
Recovery of underpaid wages					
Recovery of deducted wages					
Recovery of wages deducted for Mandatory Provident Fund contributions					
Recovery of wages in lieu of notice					
Recovery of statutory holiday pay					
Recovery of annual					

	2011	2012	2013	2014	2015
leave pay					
Recovery of rest day pay					
Recovery of severance payment/long service payment					
Recovery of end of year payment					
Recovery of sickness allowance					
Recovery of maternity leave pay					
Recovery of compensation under s.32P					

Asked by: Hon LEUNG Yiu-chung (Member Question No. 34)

Reply:

LD does not keep a breakdown of the claims filed by employees. A breakdown of the claims handled by LD in the past 5 years by cause is provided below:

Cause	Year				
	2011	2012	2013	2014	2015
Termination of contract	9 279	9 985	8 744	7 457	6 563
Non-payment of wages	5 128	5 442	5 126	4 992	4 579
Non-payment of holiday pay/annual leave pay/rest day pay/sickness allowance	1 862	1 674	1 830	1 674	1 484
Cessation of business/insolvency	256	217	161	188	134
Retrenchment/lay-off	103	70	71	81	119
Variation of terms of employment contract	39	49	55	59	80
Others	1 419	1 483	1 528	1 313	1 429
Total	18 086	18 920	17 515	15 764	14 388

A breakdown of the claims resolved through conciliation service rendered by LD by cause is provided below:

Cause	Year				
	2011	2012	2013	2014	2015
Termination of contract	6 098	6 637	5 813	4 903	4 280
Non-payment of wages	3 773	4 185	4 014	3 798	3 540
Non-payment of holiday pay/annual leave pay/rest day pay/sickness allowance	1 435	1 280	1 440	1 312	1 176
Cessation of business/insolvency	126	119	65	95	47
Retrenchment/lay-off	72	44	45	50	86
Variation of terms of employment contract	19	23	31	40	45
Others	992	1 121	1 210	953	1 063
Total	12 515	13 409	12 618	11 151	10 237

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2120)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please provide information about the existing staff establishment of the Labour Department (LD) for providing in-person consultation service and holding conciliation meetings for claims, and whether there is any plan to increase the staff establishment in the coming year. If not, what are the reasons?
- (b) Please provide a breakdown of the types of labour disputes by industry to which the employers/employees requesting for assistance belonged and, for each type of labour dispute, the number of persons using the conciliation service for claims, number of successful conciliation cases, the amount involved and its percentage share among the total number of persons requesting for assistance.

Asked by: Hon LEUNG Yiu-chung (Member Question No. 42)

Reply:

The information sought is provided as follows:

- (a) In 2015-16, of the staff establishment of LD's Labour Relations Division, 1 Chief Labour Officer, 2 Senior Labour Officers, 10 Labour Officers and 34 Assistant Labour Officers I were engaged in the provision of conciliation service. 11 Assistant Labour Officers II, 12 Clerical Officers, 22 Assistant Clerical Officers and 6 Clerical Assistants were engaged in the provision of in-person consultation service. The above staff were also required to carry out other duties.

The staff establishment for handling the work concerned in 2016-17 remains unchanged. LD will closely monitor the labour relations scene and the related workload, and arrange internal redeployment of manpower and related resources as necessary to ensure the timely delivery of in-person consultation service and conciliation service to the public.

- (b) A breakdown of labour disputes (involving over 20 employees) handled by LD in 2015 by industry is as follows:

Industry	No. of labour disputes
Construction	35
Restaurants and hotels	5
Transport, storage and communications	5
Community, social and personal services	3
Wholesale, retail and import/export trades	2
Financing, insurance, real estate and business services	1
Manufacturing	1
Others	1
Total	53

The total number of claimants involved in labour disputes (involving over 20 employees) and claims (involving 20 or less employees) handled by LD in 2015 was 43 550. The total amount of claims was \$976 million. The number of cases resolved through conciliation was 10 260, with a settlement rate of 73.5%.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)067

(Question Serial No. 2121)

Head: (90) Labour Department

Subhead (No. & title): ()

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

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please provide the existing staff establishment of the Administration and Assessment Section (AA) of the Employees' Compensation Division (ECD) of the Labour Department (LD). Will the Government expand the staff establishment of ECD in the coming year to cope with the growing number of work injuries? If yes, how will it be expanded? If not, what are the reasons?
- (b) Please provide breakdowns of the number of work injuries in the past 5 years by industry, part of body injured, severity of injury, amount of compensation assessed and economic loss arising from work injury. As employers may object to the amount of compensation assessed by ECD, please provide a breakdown by industry of the number of cases where employers object to the compensation assessed and the amount involved. Please also provide the number of cases where employees resort to social security as a result of employers' reversal of the assessment of work injury compensation.

Asked by: Hon LEUNG Yiu-chung (Member Question No. 43)

Reply:

The information sought is provided as follows:

- (a) The existing staff establishment of ECD(AA) of LD comprises 113 posts responsible for the processing of employees' compensation claims and medical assessment, etc. In 2016-17, ECD will create 9 posts to enhance the related work.
- (b) The number of employees' compensation claims reported under the Employees' Compensation Ordinance in the past 5 years is provided below:

Duration of incapacitation	2011	2012	2013	2014	2015
Not more than 3 days	15 944	16 266	16 096	15 531	14 994
More than 3 days^	41 052	40 497	39 072	38 386	36 923
Total	56 996	56 763	55 168	53 917	51 917

^ Figures include fatal cases.

If the work injury incapacitates an employee for not more than 3 days with no permanent incapacity, the employer concerned will make direct payment of compensation to the employee. LD does not keep breakdowns in respect of these claims. As for the remaining claims, a breakdown by industry is provided below:

Industry	2011	2012	2013	2014	2015
Public Administration, Social and Personal Services	8 275	8 314	8 057	7 927	7 394
Finance and Insurance, Real Estate, Professional and Business Services	6 838	7 251	6 887	6 886	6 892
Food and Beverage Services	7 782	6 924	6 431	6 192	5 944
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 829	5 849	5 831	5 642	5 315
Transportation, Storage, Postal and Courier Services, Information and Communications	5 454	5 133	5 013	4 779	4 154
Construction	3 164	3 295	3 343	3 597	3 955
Manufacturing	2 736	2 746	2 495	2 448	2 313
Others	974	985	1 015	915	956
Total	41 052	40 497	39 072	38 386	36 923

In the past 5 years, of the claims resulting in incapacitation for more than 3 days which were settled in the same respective year, a breakdown of the amount of employees' compensation involved by industry is provided below:

Industry	2011 (\$million)	2012 (\$million)	2013 (\$million)	2014 (\$million)	2015 (\$million)
Public Administration, Social and Personal Services	36.0	38.3	38.8	40.0	44.2
Finance and Insurance, Real Estate, Professional and Business Services	26.0	30.5	29.6	32.2	38.4
Food and Beverage Services	28.3	27.7	29.2	28.3	31.3
Import/Export, Wholesale and Retail Trades, Accommodation Services	27.0	26.7	31.1	29.2	34.5
Transportation, Storage,	40.1	37.2	36.8	34.6	40.1

Industry	2011 (\$million)	2012 (\$million)	2013 (\$million)	2014 (\$million)	2015 (\$million)
Postal and Courier Services, Information and Communications					
Construction	31.6	36.5	43.6	51.2	61.1
Manufacturing	17.0	15.1	15.4	15.8	17.5
Others	3.5	2.3	1.9	1.8	3.4
Total[#]	209.4	214.3	226.4	233.0	270.5

[#] Figures may not add up to the totals owing to rounding.

In the past 5 years, of the claims resulting in incapacitation for more than 3 days which were settled in the same respective year, a breakdown of the number of working days lost involved by industry is provided below:

Industry	Working days lost				
	2011	2012	2013	2014	2015
Public Administration, Social and Personal Services	61 118	64 194	61 026	60 268	59 258
Finance and Insurance, Real Estate, Professional and Business Services	67 594	68 339	68 818	73 943	76 972
Food and Beverage Services	68 870	66 373	65 377	61 576	62 274
Import/Export, Wholesale and Retail Trades, Accommodation Services	52 809	52 505	56 673	57 644	56 171
Transportation, Storage, Postal and Courier Services, Information and Communications	59 810	59 898	56 130	55 030	54 297
Construction	42 787	46 074	55 544	50 569	62 900
Manufacturing	30 451	29 834	27 272	25 326	29 064
Others	7 983	6 875	5 867	5 999	7 357
Total[#]	391 421	394 090	396 705	390 353	408 292

[#] Figures may not add up to the totals owing to rounding.

Regarding the above employees' compensation claims, LD does not keep breakdowns by part of body injured and severity of injury. LD also does not keep statistics on the number of cases where employers object to the compensation assessment results and the number of cases where employees seek social security assistance as a result.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)068

(Question Serial No. 2123)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

In the 2016-17 financial year, will the Labour Department (LD) allocate resources, including manpower and provision, to study the feasibility of setting up a central employees' compensation fund? If yes, what are the staff establishment and amount of provision involved? If not, what are the reasons?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 45)

Reply:

The existing no-fault employees' compensation system is based mainly on the Employees' Compensation Ordinance (ECO) under which employers are liable to pay compensation. At the same time, an employer must, in accordance with ECO, take out employees' compensation insurance with an authorised insurance company. This is to ensure the employer's ability to pay employees injured at work or family members of deceased employees the compensation as stipulated in ECO as well as the compensation awarded by court under common law.

This mode of operation has been working well in affording employees' compensation protection to employees injured at work or family members of deceased employees. LD has not allocated resources in 2016-17 to study the feasibility of setting up a central employees' compensation fund.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)069

(Question Serial No. 2124)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under this Programme, the Labour Department (LD) strengthens enforcement against industries or establishments with poor performance records and launches enforcement campaigns targeted at specific risks or accident-prone work situations. In this connection, has LD expanded its staff establishment to cope with the increase in the number of inspections? If yes, how is it expanded? If not, what are the reasons?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 46)

Reply:

In 2016-17, there will be a net increase of 16 posts in LD to step up efforts in inspections and enforcement as well as publicity and promotion focusing on occupational safety and health (OSH). The manpower involved in the inspections and special enforcement campaigns focusing on OSH cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)070

(Question Serial No. 2125)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under this Programme, the Standard Working Hours (SWH) Committee is responsible for following up the Government's Policy Study on SWH. In this regard, please provide a breakdown of the SWH Committee's expenditure since April 2013 by type of expenditure. What is the SWH Committee's estimated expenditure for 2016-17?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 47)

Reply:

The actual expenditures of the Labour Department for supporting the SWH Committee and its related work in 2013-14 and 2014-15 were \$2.33 million and \$10.73 million respectively. The revised estimated expenditure in 2015-16 was \$7.32 million, and the estimated expenditure for 2016-17 is \$7.82 million. The above expenditure, excluding staff cost, was spent on supporting the SWH Committee's work, including public educational and promotional activities, first-stage consultation, working hours survey and other related work.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)071

(Question Serial No. 2126)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under this Programme, the Labour Department (LD) assigns field labour inspectors to conduct inspections to workplaces and other premises to safeguard the working environment of the workers. What are the standards of the enforcement carried out by the field labour inspectors against adverse working environment? Please provide a breakdown by industry of the prosecutions taken or warnings issued in respect of adverse working environment and the respective standards violated.

Asked by: Hon LEUNG Yiu-chung (Member Question No. 48)

Reply:

Labour inspectors of LD conduct surprise inspections to establishments of various industries to check employers' compliance with labour laws such as the Employment Ordinance, Employees' Compensation Ordinance and Minimum Wage Ordinance, and investigate complaints to protect the statutory rights and benefits of employees. Taking enforcement action in respect of the working environment does not fall within the scope of responsibilities of labour inspectors.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)072

(Question Serial No. 2127)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under this Programme, the Labour Department (LD) is responsible for the administration of trade unions. In this regard, what was the expenditure incurred by LD on encouraging workers to establish trade unions for the protection of workers' rights and benefits in the past 5 financial years? What was the amount of subsidy granted to support the ongoing operation of existing trade unions?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 49)

Reply:

The Registry of Trade Unions (RTU) established under LD is responsible for the administration of the Trade Unions Ordinance and the Trade Union Registration Regulations, with a view to assisting trade unions in managing union affairs in accordance with the laws and their respective constitutions (i.e. union rules).

RTU has been rendering assistance to those who intend to form trade unions by offering advice on the preparation of union rules and the relevant procedures. In addition, RTU from time to time organises courses, such as briefing sessions on trade union management and legislations as well as bookkeeping courses, to familiarise trade unionists with the relevant legislations and the key to trade union management, so as to enhance the management of union affairs. As these activities are an integral part of RTU's work in the administration of trade unions, the expenditure involved cannot be separately identified.

RTU does not grant subsidies for the formation of trade unions or the operation of existing trade unions.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)073

(Question Serial No. 2243)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under Matters Requiring Special Attention in 2016-17 that a dedicated employment information e-platform will be established for job seekers with higher education, in particular local residents who receive higher education outside Hong Kong as well as overseas talents.

- (a) Would the Government provide data and information on the establishment of the e-platform? Are there any criteria and mechanisms to screen the job seekers with higher education?
- (b) What are the estimated expenditure and manpower involved, the target number of job seekers and the performance indicators?

Asked by: Hon Martin LIAO Cheung-kong (Member Question No. 46)

Reply:

The information sought is provided as follows:

- (a) To strengthen employment support for persons with higher education, in particular Hong Kong students who are educated in overseas tertiary institutes, the second generation of Hong Kong emigrants who are interested in working in Hong Kong, as well as persons from overseas with higher academic/professional qualifications, the Labour Department (LD) will set up a dedicated employment information e-platform in the fourth quarter of 2016. The e-platform will enhance their understanding of the Hong Kong labour market as well as facilitating their search and application for suitable job openings through the new dedicated webpage. The aim of the e-platform is to provide employment information. There will not be any mechanism to screen the academic qualifications of the users.

- (b) There will be 3 additional staff in LD to take forward the above new initiative for 3 years starting from 2016-17. The estimated expenditure for 2016-17 is \$1.35 million (excluding staff cost). As the number of e-platform service users will be affected by many factors, including the prevailing labour market situation, the number of users cannot be estimated at this stage. After the introduction of this new measure, LD will monitor the usage and the data of the e-platform to assess its effectiveness.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)074

(Question Serial No. 0350)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in paragraph 147 of the Budget Speech that the Government will enhance the Supplementary Labour Scheme (SLS) to alleviate the delays and cost overruns caused by labour shortage. In this connection, would the Government provide the following information:

- (a) A breakdown by trade in the construction industry with severe labour shortage and acute ageing problems of the industry practitioners;
- (b) Given that the Government implemented enhancement measures in April 2014 to expedite the preparatory work of public sector works contractors in the SLS applications for importing workers for the trades with labour shortage, please provide (i) the number of such applications received by the Government so far and, for each application approved, (ii) the names of the contractors, (iii) the work locations, (iv) the number of imported workers applied for, and (v) the number of imported workers approved (with a breakdown by trade); and
- (c) Have joint efforts been made with the industry to forecast the manpower supply and demand in the construction industry in the coming 5 years? If yes, what are the details? If not, what are the reasons?

Asked by: Ir Dr Hon LO Wai-kwok (Member Question No. 4)

Reply:

The information sought is provided as follows:

- (a) and (c) Based on information provided by the Development Bureau, the construction industry is facing the problems of an ageing workforce and shortage of skilled workers. According to information from the Construction Industry Council

(CIC), more than 50% of the skilled workers registered under the Construction Workers Registration Ordinance (CWRO) were aged 50 or above as at the end of December 2015. The Government and the industry review the manpower situation of construction workers from time to time. According to the latest report on manpower forecast for construction workers released by CIC at the end of 2015, the construction industry will require about 10 000 to 15 000 additional skilled workers from 2016 to 2020.

Regarding individual trades, CIC set up in 2014 the Task Force on Short-term Labour Supply (Task Force) comprising representatives of the relevant trade associations and labour unions. After thorough discussion and detailed consideration of the relevant manpower studies (including CIC's report on manpower forecast), surveys and training schemes, the Task Force has identified 26 trades with manpower shortage. The list of these 26 trades and the average age of the relevant skilled workers registered (as at the end of 2015) are at Annex 1.

- (b) On the premise of according priority to local workers in employment and safeguarding their wage levels, the Government launched in 2014 enhancement measures under SLS to expedite the preparatory work for SLS applications for public sector works projects involving the above trades with manpower shortage. From April 2014 to February 2016, the Labour Department (LD) received 32 applications in relation to the above enhancement measures, of which 11 were approved. The total number of imported workers applied for in these 11 applications was 719 and the number of imported workers approved was 585. A breakdown of the number of imported workers approved by the above trades with manpower shortage is at Annex 2. Having regard to the principle of confidentiality in the processing of applications under SLS, LD cannot provide information on the names of contractors and the work locations involved.

**Average age of skilled workers registered:
a breakdown by 26 trades in the construction industry with manpower shortage
(as at the end of 2015)**

Trade		Average age of skilled workers registered
1.	Bar Bender and Fixer	47
2.	Carpenter	56
3.	Concretor	52
4.	Rigger/Metal Formwork Erector	50
5.	General Welder	53
6.	Leveller	42
7.	Plasterer	55
8.	Bricklayer	49
9.	Metal Scaffolder	46
10.	Metal Worker	52
11.	Structural Steel Welder	48
12.	Painter and Decorator	48
13.	Curtain Wall Installer	51
14.	Structural Steel Erector	56
15.	Escalator Mechanic	49
16.	Lift Mechanic	48
17.	Plumber	49
18.	Fire Service Mechanical Fitter	52
19.	Fire Service Electrical Fitter	41
20.	Refrigeration/Air-conditioning/Ventilation Mechanic (Air System)	49
21.	Refrigeration/Air-conditioning/Ventilation Mechanic (Water System)	51
22.	Tunnel Worker	52
23.	Plant and Equipment Operator (Tunnelling) - Tunnel Boring Machine	39
24.	Trackworker	51
25.	Shotfirer	58
26.	Compressed Air Worker	Relevant information is not available as it is not a trade registered under CWRO.

**SLS applications under the enhancement measures approved from April 2014 to February 2016:
a breakdown of the number of imported workers approved by 26 trades
in the construction industry with manpower shortage**

Trade	Number of imported workers approved
1. Bar Bender and Fixer	103
2. Carpenter	56
3. Concretor	11
4. Rigger/Metal Formwork Erector	31
5. General Welder	58
6. Leveller	3
7. Plasterer	25
8. Bricklayer	17
9. Metal Scaffolder	0
10. Metal Worker	0
11. Structural Steel Welder	4
12. Painter and Decorator	0
13. Curtain Wall Installer	69
14. Structural Steel Erector	0
15. Escalator Mechanic	20
16. Lift Mechanic	17
17. Plumber	0
18. Fire Service Mechanical Fitter	0
19. Fire Service Electrical Fitter	0
20. Refrigeration/Air-conditioning/Ventilation Mechanic (Air System)	0
21. Refrigeration/Air-conditioning/Ventilation Mechanic (Water System)	0
22. Tunnel Worker	86
23. Compressed Air Worker	10
24. Plant and Equipment Operator (Tunnelling) - Tunnel Boring Machine	22
25. Trackworker	53
26. Shotfirer	0
Total	585

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)075

(Question Serial No. 3108)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The past year has seen a recurrence of Asia Television Limited's (ATV) default of wage payment. Apart from the subsequent investigations and prosecutions, has the Labour Department (LD) considered taking precautionary measures against employers with records of wage default, such as ATV, to prevent repeated late payment of wages to employees?

Asked by: Hon Claudia MO (Member Question No. 46)

Reply:

LD has all along adopted a multi-pronged strategy, underpinned by measures of intelligence gathering and stringent enforcement action to clamp down on employers evading their wage liabilities at source. Labour Inspectors take the initiative to investigate suspected wage offences by inspections to workplaces of various industries, especially offence-prone industries and employers. Prosecution will be initiated against law-defying employers when sufficient evidence is available and employees are willing to act as prosecution witnesses, so as to protect the statutory entitlements of employees. LD has also hired former police officers as contract investigation officers to reinforce its capacity in intelligence gathering and evidence collection, and widely publicised its wage default reporting hotline (2815 2200) to encourage employees to promptly report wage default cases so that prompt follow-up actions can be taken. To strengthen the effective combat of wage offences, if there is sufficient evidence indicating that a limited company has committed wage offences with the consent, connivance or neglect of its directors or responsible persons, and employees are willing to act as prosecution witnesses, LD will also prosecute the culpable directors or responsible persons.

LD is highly concerned about ATV's wage offences and has been closely monitoring the case. It laid 102 summonses each against ATV and the director concerned for default of wage payment. ATV pleaded guilty to all the summonses and was fined a total of \$1.07 million. The director concerned was convicted of 100 summonses after trial and fined

\$150,000. LD will actively follow up the investigation of the allegation regarding ATV's suspected wage offences. Further prosecution actions will be instituted if sufficient evidence is found and employees are willing to act as witnesses.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)076

(Question Serial No. 1719)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) It has been over a year since statutory paternity leave (PL) came into operation. Is the Government aware of the total number of male employees who have taken PL?
- (b) What was the number of cases involving employers who failed to grant PL or PL pay to an eligible employee received by the Labour Department (LD)? What were the number of prosecutions and amount of fines imposed?

Asked by: Hon POON Siu-ping (Member Question No. 20)

Reply:

The information sought is provided as follows:

- (a) Employers and employees are not required to report their PL arrangements to the Government. LD therefore does not keep the number of employees who have taken PL. Nevertheless, it is roughly estimated that tens of thousands of eligible male employees have enjoyed this employees' benefit since the implementation of statutory PL in February 2015.
- (b) Since the implementation of statutory PL and up to December 2015, LD has handled a total of 4 claims for PL pay. The claims were related to employee's eligibility for PL pay, calculation of PL pay, employee's notification of taking PL, etc. Criminal investigation would have been carried out by LD if suspected breaches of the Employment Ordinance were detected. However, in the above cases, no prosecution was instituted by LD as the employees concerned were unwilling to act as prosecution witnesses or there was insufficient evidence.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)077

(Question Serial No. 2350)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government implemented enhancement measures under the Supplementary Labour Scheme (SLS) last year to allow public sector works contractors to apply for the importation of skilled workers to work across various public sector works projects. What are the numbers of applications received, imported workers involved, as well as applications and workers approved so far?

Asked by: Hon POON Siu-ping (Member Question No. 42)

Reply:

On the premise of according priority to local workers in employment and safeguarding their wage levels, the Government launched flexibility enhancement measures under SLS for public sector works projects in May 2015, which hopefully would generate synergy effects to more effectively utilise the productivity of imported workers who were given prior approval by the Labour Department (LD) to work on specified public sector works contracts under the same contractor. From May 2015 to February 2016, LD received 3 applications from public sector works contractors for importation of skilled workers to work across more than 1 specified public sector works contract under the same contractor. The applications applying for the importation of a total of 625 workers are being processed by LD.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)078****(Question Serial No. 2351)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (3) Safety and Health at WorkControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

The number of investigations/surveys/examinations/assessments/clinical consultations on occupational health conducted by the Labour Department (LD) decreased from 25 286 in 2013 to 22 164 in 2014, and further to only 21 592 in 2015, which failed to meet the target. Please give reasons for the decrease and provide the respective numbers of investigations, surveys, examinations, assessments and clinical consultations on occupational health conducted in the past 3 years in the table below.

	2013	2014	2015
Investigations on occupational health conducted			
Surveys on occupational health conducted			
Examinations on occupational health conducted			
Assessments on occupational health conducted			
Clinical consultations on occupational health conducted			

Asked by: Hon POON Siu-ping (Member Question No. 44)Reply:

The respective numbers of investigations, surveys, examinations, assessments and clinical consultations on occupational health conducted by LD in 2013, 2014 and 2015 are provided in the table below:

	2013	2014	2015
Investigations on occupational health conducted	2 884	3 093	3 433
Surveys on occupational health conducted	6 577	6 258	5 978
Examinations on occupational health conducted	1 692	1 929	1 639
Assessments on occupational health conducted	2 278	488	1 488
Clinical consultations on occupational health conducted	11 855	10 396	9 054
Total	25 286	22 164	21 592

The decrease in the overall numbers in 2015 as listed above was mainly due to relocation of the Kwun Tong Occupational Health Clinic (KTOHC) to its present location in March 2015 under the Kwun Tong Redevelopment Project. The number of consultation rooms in KTOHC had to be reduced before and after relocation. As a result, the number of clinical consultations conducted in 2015 was less than that in 2014. Besides, the frequency of examinations on occupational health varies according to the needs of workers. For example, workers who had received biennial occupational health examinations in 2014 did not have to be examined again in 2015.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)079

(Question Serial No. 2352)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What are the details of the intensification of systematic preventive and enforcement efforts by the Labour Department (LD) to tackle fall-from-height hazards and other work hazards in the construction sector?
- (b) What are the safety enhancement initiatives to be launched by LD?

Asked by: Hon POON Siu-ping (Member Question No. 45)

Reply:

The information sought is provided as follows:

- (a) In addition to carrying out routine inspections as well as educational and publicity work, LD will intensify the following systemic preventive and enforcement measures in 2016-17 to tackle fall-from-height hazards and other work hazards posed to workers in construction works (including major works projects and renovation, maintenance, alteration and addition works):
 - (i) containing work risks at source by targeting systemic work risks such as work-at-height, lifting operations and electrical work, including enhancing liaison with major works project proponents and asking them to urge their contractors to strengthen site safety management systems in respect of high-risk processes and enhance safety audits of major works projects;
 - (ii) strengthening the analysis of underlying systemic risks of serious construction accidents, instituting targeted inspections and enforcement actions, organising thematic seminars on work safety and formulating codes of practice on work safety; and

- (iii) collaborating with trade associations, workers' unions, professional bodies, related organisations and other government departments to explore measures to enhance work-at-height safety. The measures include encouraging more contractors and workers to use standard-conforming mobile working platforms and requiring workers to use safety helmets with chin straps, so as to further protect workers' safety while working at height.
- (b) LD will continue to adopt a multi-pronged strategy to enhance occupational safety and health in various industries through inspection and enforcement, education and training as well as publicity and promotion. LD will also launch special enforcement operations targeting high-risk processes, such as work-at-height, lifting operations and electrical work. In respect of publicity, education and promotion, LD will, in collaboration with the Occupational Safety and Health Council, major trade associations and the workers' unions concerned, organise promotional campaigns to enhance the occupational safety and health awareness of employers and employees in various industries through training courses, seminars, roving exhibitions, out-reaching promotional visits, television and radio Announcements in the Public Interest, occupational safety and health messages publicised on newspapers and LD's webpages, and compilation and updating of safety guidelines. LD will also conduct inspections and promotions for different industries and workplaces in accordance with the risks of the industries and work processes involved.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)080****(Question Serial No. 3149)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (3) Safety and Health at WorkControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

What was the number of patients who sought consultation at the occupational health clinics of the Labour Department (LD) in each of the past 3 years? Please provide breakdowns by industry to which the patients belonged and type of diseases. What was the number of confirmed cases of occupational diseases? Please provide breakdowns by industry to which the patients belonged and type of occupational diseases (including occupational diseases, occupational deafness, silicosis, asbestosis, mesothelioma, etc. specified in the Second Schedule to the Employees' Compensation Ordinance).

Asked by: Hon POON Siu-ping (Member Question No. 36)Reply:

In 2013, 2014 and 2015, the numbers of new patients who sought consultation at the occupational health clinics of LD were 2 105, 1 804 and 1 685 respectively. Breakdowns by industry to which the patients belonged and type of diseases are provided in the tables below:

(i) By industry

Industry	2013	2014	2015
Public administration, and social and personal services	952 (45.2%)	787 (43.6%)	732 (43.4%)
Wholesale, retail and import/export trades, and accommodation and food services	433 (20.6%)	362 (20.1%)	350 (20.8%)
Financing, insurance, real estate, and professional and business services	261 (12.4%)	282 (15.6%)	260 (15.4%)

Industry	2013	2014	2015
Transportation, storage, postal, courier services, and information and communications	137 (6.5%)	125 (7.0%)	138 (8.2%)
Construction	164 (7.8%)	91 (5.0%)	96 (5.7%)
Manufacturing	113 (5.4%)	113 (6.3%)	79 (4.7%)
Others	45 (2.1%)	44 (2.4%)	30 (1.8%)
Total	2 105 (100%)	1 804 (100%)	1 685 (100%)

(ii) By type of diseases (including injuries)

Type of diseases	2013	2014	2015
Musculoskeletal	1 703 (80.9%)	1 455 (80.7%)	1 396 (82.8%)
Injuries	202 (9.6%)	181 (10.0%)	165 (9.8%)
Auditory	28 (1.4%)	22 (1.2%)	25 (1.5%)
Skin	19 (0.9%)	14 (0.8%)	16 (0.9%)
Neurological	34 (1.6%)	24 (1.3%)	13 (0.8%)
Visual	9 (0.4%)	2 (0.1%)	5 (0.3%)
Respiratory	13 (0.6%)	7 (0.4%)	5 (0.3%)
Others	97 (4.6%)	99 (5.5%)	60 (3.6%)
Total	2 105 (100.0%)	1 804 (100.0%)	1 685 (100.0%)

Among the patients who sought consultation at the occupational health clinics of LD in 2013, 2014 and 2015, there were respectively 32, 42 and 24 confirmed cases of occupational diseases. Breakdowns by industry to which the patients belonged and type of occupational diseases are provided in the tables below:

(i) By industry

Industry	2013	2014	2015
Public administration, and social and personal services	17 (53.2%)	23 (54.8%)	14 (58.3%)
Wholesale, retail and import/export trades, and accommodation and food services	8 (25.0%)	10 (23.8%)	4 (16.7%)
Financing, insurance, real estate, and professional and business services	1 (3.1%)	2 (4.8%)	0 (0%)
Transportation, storage, postal, courier services, and information and communications	1 (3.1%)	3 (7.1%)	2 (8.3%)
Manufacturing	4 (12.5%)	3 (7.1%)	2 (8.3%)
Construction	1 (3.1%)	1 (2.4%)	1 (4.2%)
Others	0 (0%)	0 (0%)	1 (4.2%)
Total	32 (100%)	42 (100%)	24 (100%)

(ii) By type of occupational diseases

Type of occupational diseases	2013	2014	2015
Tenosynovitis of the hand or forearm	31 (96.9%)	42 (100%)	22 (91.6%)
Occupational dermatitis	1 (3.1%)	0 (0%)	1 (4.2%)
Occupational asthma	0 (0%)	0 (0%)	1 (4.2%)
Total	32 (100%)	42 (100%)	24 (100%)

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)081

(Question Serial No. 3150)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) is responsible for processing employees' compensation claims. The Audit Commission stated in its report published in April 2015 that there was room for improvement by LD in processing cases as 7 470 cases received by the Employees' Compensation Division (ECD) between 2009 and 2013 had not yet been settled as at September 2014 and the average time taken by the Employees Compensation Assistance Fund Board (ECAFB) to process an application was 5.7 months. The Audit Commission also recommended that LD should expedite the processing of the outstanding employees' compensation claims and take measures to shorten the time taken for processing applications for the Employees Compensation Assistance Fund (ECAF). What specific measures have been taken by LD to improve the processing of employees' compensation claims? Has any target been set to shorten the processing time?

Asked by: Hon POON Siu-ping (Member Question No. 39)

Reply:

As the time taken by LD to process employees' compensation claims mainly depends on the merits of each case (including whether the condition of the employee is suitable for medical assessment, whether a claim requires the court's adjudication, whether more than one medical speciality is involved in handling the injuries etc.), it is impracticable to set a single target for the time required to process employees' compensation claims. On the other hand, ECAFB processes ECAF applications in accordance with the Employees Compensation Assistance Ordinance. ECAFB cannot set a specific target for the processing time required for individual cases as it depends on the actual circumstances of each case.

LD endeavours to expedite the processing of employees' compensation claims. It is now reviewing the medical clearance procedures and exploring feasible measures with a view to shortening the waiting time for assessment by the Employees' Compensation (Ordinary

Assessment) Boards (OABs). In addition, LD has been making use of computer-generated reports since August 2015 to closely monitor the no-show rate of injured employees at OABs to better utilise the appointment quotas. LD will continue to review the existing mechanism to improve the processing of employees' compensation claims. Meanwhile, ECAFB has commenced enhancement of its computer system to build up a more comprehensive database on ECAF applications so as to monitor case development and take timely actions to expedite the processing of applications. In addition, ECAFB plans to employ 1 in-house lawyer to give timely legal advice on the processing of cases, which will enhance case management efficiency.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)082

(Question Serial No. 2252)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Supplementary Labour Scheme (SLS), would the Government provide the following information in the past 5 years:

- (a) the number of imported workers applied for and approved under SLS;
- (b) the nationality of the imported workers under SLS;
- (c) the job title of the imported workers under SLS;
- (d) the average wage of the industries with imported workers under SLS; and
- (e) whether assessment has been made on the impact of SLS on the local labour market based on the above figures, and what was the expenditure involved in each year?

Asked by: Hon SIN Chung-kai (Member Question No. 7)

Reply:

The information sought is provided as follows:

- (a) From 2011 to 2015, the number of imported workers applied for and approved under SLS is as follows:

	2011	2012	2013	2014	2015
Number of imported workers applied for*	2 601	5 922	4 110	6 613	4 689
Number of imported workers approved*	980	1 942	1 847	2 722	2 880

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

- (b) According to information provided by the Immigration Department (ImmD), a breakdown of the number of imported workers in Hong Kong under SLS from 2011 to 2015 by nationality is at Annex 1.
- (c) Breakdowns of the number of imported workers approved from 2011 to 2015 by job title are at Annexes 2 to 6.
- (d) The Labour Department (LD) does not keep a breakdown by industry of the average wage of imported workers approved.
- (e) The Government has all along been closely monitoring the manpower demand and supply for different industries, strengthening training initiatives and attracting new entrants. On the premise of according priority in employment to local workers, importation of labour is allowed on an appropriate, limited and targeted basis to relieve the manpower shortage in individual industries. Employers facing genuine difficulties in local recruitment can apply for importation of skilled workers on a limited scale under SLS, thereby addressing the manpower needs of individual industries with labour shortage. According to information provided by ImmD, as at end of 2015, there were a total of 4 169 imported workers working in Hong Kong under SLS, representing 0.1% of the labour force of about 3.93 million in Hong Kong from October to December 2015.

SLS is primarily administered by the Supplementary Labour Division (SLD) of LD. Expenditure of SLD (excluding staff cost) from 2011-12 to 2015-16 is as follows:

2011-12	2012-13	2013-14	2014-15	2015-16 (Revised Estimate)
\$140,000	\$140,000	\$110,000 ^{Note 1}	\$150,000 ^{Note 2}	\$240,000

Note 1: Excluding a one-off computer purchase at \$50,000.

Note 2: Excluding a one-off computer system enhancement at \$200,000.

**Number of imported workers in Hong Kong
under SLS from 2011 to 2015:
a breakdown by nationality**

Nationality	As at 31 December of				
	2011	2012	2013	2014	2015
Chinese	1 970	2 383	2 846	2 847	3 952
Filipino	2	1	86	86	86
Thai	11	14	20	24	96
Indian	16	16	21	29	26
Others	0	1	3	4	9
Total	1 999*	2 415	2 976	2 990	4 169

* ImmD does not keep 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 figure has excluded such imported workers.

**Number of imported workers approved
under SLS in 2011:
a breakdown by job title**

Job title	Number of imported workers approved
1. Care Worker (Elderly Service)	431
2. Livestock/Poultry/Fish/Crop Farm Worker	296
3. Gardening Worker	38
4. Cook	28
5. Bean Curd/Soya Bean/Bean Sprout Processing Worker	27
6. Quality Controller/Inspector/Control Supervisor	24
7. Care Worker (Disabled Service)	19
8. Knitting Machine Operator	17
9. Buddha Statue Craftsman	14
10. Others	86
Total	980

**Number of imported workers approved
under SLS in 2012:
a breakdown by job title**

Job title	Number of imported workers approved
1. Care Worker (Elderly Service)	864
2. Livestock/Poultry/Fish/Crop Farm Worker	428
3. Cellular Steel Special Piling Barge Operator	109
4. Gardening Worker	87
5. Underwater Stone Column Piling Barge Operator	73
6. Bean Curd/Soya Bean/Bean Sprout Processing Worker	66
7. High Voltage Overhead Transmission Lines Technician	55
8. Cook	45
9. Care Worker (Disabled Service)	32
10. Others	183
Total	1 942

**Number of imported workers approved
under SLS in 2013:
a breakdown by job title**

Job title	Number of imported workers approved
1. Care Worker (Elderly Service)	651
2. Livestock/Poultry/Fish/Crop Farm Worker	336
3. Gardening Worker	68
4. Tunnel Miner	60
5. Care Worker (Disabled Service)	33
6. Cook	32
7. Indoor Wooden Cycling Track Specialist Builder	30
8. Tunnelling Worker	30
9. Quality Controller/Inspector/Control Supervisor	28
10. Others	579
Total	1 847

**Number of imported workers approved
under SLS in 2014:
a breakdown by job title**

Job title	Number of imported workers approved
1. Care Worker (Elderly Service)	1 377
2. Livestock/Poultry/Fish/Crop Farm Worker	439
3. Gardening Worker	127
4. Cook	90
5. Tunnel Worker	86
6. High Voltage Overhead Transmission Lines Technician	55
7. Trackworker	53
8. Bean Curd/Soya Bean/Bean Sprout Processing Worker	44
9. Machine Operator	41
10. Others	410
Total	2 722

**Number of imported workers approved
under SLS in 2015:
a breakdown by job title**

Job title	Number of imported workers approved
1. Care Worker (Elderly Service)	1 035
2. Livestock/Poultry/Fish/Crop Farm Worker	391
3. Gardening Worker	128
4. Bar Bender and Fixer	103
5. Polyethylene Pipe Installation and Jointing Fitter	100
6. Curtain Wall Installer	95
7. Cook	85
8. Post-tensioning Equipment Mechanic	65
9. Carpenter	56
10. Others	822
Total	2 880

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)083

(Question Serial No. 2253)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

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

- (a) the monthly number of applicants in the 18 districts in Hong Kong and the total expenditure, including funds granted and administrative cost involved, since its implementation;
- (b) the application success rate of the 18 districts in Hong Kong and the number of applicants not granted the subsidy as well as the reasons;
- (c) whether the Government will consider adjusting the amount of transport subsidy; if not, what are the reasons;
- (d) whether the Government will adjust the income and asset levels for WITS applications; if not, what are the reasons?

Asked by: Hon SIN Chung-kai (Member Question No. 8)

Reply:

The information sought is provided as follows:

- (a) As at end-February 2016, the WITS Scheme received 320 116 applications involving a gross applicant count of 338 010 and a total expenditure (including subsidy granted and administrative cost) of \$1.6122 billion. A monthly breakdown of the number of applicants (gross applicant count) received by 18 District Council (DC) districts is set out at Annex.
- (b) The application success rate by DC district as at end-February 2016 is provided below:

DC district	No. of applicants with processing completed (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)	Success rate
Central & Western	2 389	2 026	84.8%
Eastern	11 742	10 283	87.6%
Southern	5 928	5 217	88.0%
Wan Chai	1 250	1 056	84.5%
Kowloon City	13 207	11 763	89.1%
Kwun Tong	45 513	40 804	89.7%
Sham Shui Po	25 719	22 884	89.0%
Wong Tai Sin	23 662	21 175	89.5%
Yau Tsim Mong	7 724	6 710	86.9%
Islands	7 532	6 702	89.0%
Kwai Tsing	34 750	31 072	89.4%
North	17 255	15 314	88.8%
Sai Kung	12 605	10 922	86.6%
Sha Tin	22 639	19 965	88.2%
Tai Po	8 937	7 758	86.8%
Tsuen Wan	9 104	7 958	87.4%
Tuen Mun	36 812	33 142	90.0%
Yuen Long	42 125	37 697	89.5%
Outside Hong Kong	1 488	1 326	89.1%
Information not provided by applicant	66	-	-
Total	330 447	293 774	88.9%

As at end-February 2016, 3 831 applicants (gross applicant count) were not granted the subsidy for the following reasons:

Reason	No. of applicants (gross applicant count)
Asset limit being exceeded	1 610
Income limit being exceeded	1 453
Insufficient supporting information	757
Travelling expenses not incurred in commuting to and from work	343
Applicant working less than 36 hours per month	242
Applicant being a full-time student or trainee not in employment	241
Applicant not being lawfully employed and self-employed	139
On-the-job transport allowance granted under the Transport Support Scheme	12

More than 1 reason may be applicable to the same gross applicant count.

- (c) The Labour Department is conducting a comprehensive review of the WITS Scheme, covering its objectives, eligibility criteria, level of subsidy rate, modus operandi and effectiveness.
- (d) The income and asset limits of the WITS Scheme are adjusted in February every year under the adjustment mechanism.

Work Incentive Transport Subsidy Scheme

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

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

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

DC district	No. of applicants received (gross applicant count)					
	October 2012	November 2012	December 2012	January 2013	February 2013	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 received (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 received (gross applicant count)					
	October 2013	November 2013	December 2013	January 2014	February 2014	March 2014
Central & Western	65	32	28	76	42	52
Eastern	330	191	140	468	219	242
Southern	168	78	74	239	121	137
Wan Chai	36	28	8	43	29	20
Kowloon City	306	203	145	474	211	305
Kwun Tong	1 196	694	606	1 696	844	853
Sham Shui Po	691	387	354	987	524	541
Wong Tai Sin	684	374	311	937	452	465
Yau Tsim Mong	202	126	115	308	169	178
Islands	195	115	87	305	155	156
Kwai Tsing	1 003	532	420	1 387	711	657
North	464	248	197	740	364	351
Sai Kung	324	194	166	525	237	243
Sha Tin	635	346	285	902	458	474
Tai Po	254	131	119	367	194	192
Tsuen Wan	233	136	99	381	172	185
Tuen Mun	1 011	558	464	1 772	790	687
Yuen Long	1 087	648	544	1 882	864	914
Outside Hong Kong	49	24	22	44	18	32
Information not provided by applicant	0	2	0	0	3	1
Total	8 933	5 047	4 184	13 533	6 577	6 685

DC district	No. of applicants received (gross applicant count)					
	April 2014	May 2014	June 2014	July 2014	August 2014	September 2014
Central & Western	63	59	33	72	43	38
Eastern	303	234	185	368	221	179
Southern	181	118	101	184	88	105
Wan Chai	34	27	24	33	17	27
Kowloon City	410	333	218	424	256	274
Kwun Tong	1 330	976	704	1 476	786	753
Sham Shui Po	734	534	389	841	443	466
Wong Tai Sin	654	483	363	815	407	407
Yau Tsim Mong	214	184	112	245	130	151
Islands	190	120	99	264	147	126
Kwai Tsing	984	721	504	1 199	608	571
North	520	374	240	614	313	271
Sai Kung	331	242	181	463	253	195
Sha Tin	649	422	358	722	451	376
Tai Po	267	170	139	283	175	150
Tsuen Wan	264	203	128	297	159	152
Tuen Mun	1 013	751	520	1 426	744	582
Yuen Long	1 056	882	653	1 475	862	747
Outside Hong Kong	51	29	26	35	28	45
Information not provided by applicant	1	0	0	3	1	3
Total	9 249	6 862	4 977	11 239	6 132	5 618

DC district	No. of applicants received (gross applicant count)					
	October 2014	November 2014	December 2014	January 2015	February 2015	March 2015
Central & Western	61	50	38	83	45	45
Eastern	270	168	134	457	148	247
Southern	173	81	76	194	83	131
Wan Chai	26	22	16	36	20	22
Kowloon City	390	247	212	568	262	333
Kwun Tong	1 118	722	532	1 607	661	850
Sham Shui Po	664	413	368	1 034	427	523
Wong Tai Sin	636	392	283	949	347	459
Yau Tsim Mong	187	109	92	294	102	178
Islands	178	94	89	258	103	124
Kwai Tsing	946	539	432	1 449	530	709
North	451	255	223	688	301	344
Sai Kung	316	194	157	506	191	257
Sha Tin	591	317	296	921	357	477
Tai Po	239	132	135	330	142	187
Tsuen Wan	211	144	131	374	136	163
Tuen Mun	954	512	438	1 645	554	687
Yuen Long	942	583	523	1 697	666	844
Outside Hong Kong	45	22	18	47	16	43
Information not provided by applicant	1	0	2	4	0	2
Total	8 399	4 996	4 195	13 141	5 091	6 625

DC district	No. of applicants received (gross applicant count)					
	April 2015	May 2015	June 2015	July 2015	August 2015	September 2015
Central & Western	66	54	29	62	54	37
Eastern	291	198	203	333	181	181
Southern	164	119	109	154	72	92
Wan Chai	30	28	21	32	18	15
Kowloon City	461	339	283	388	253	248
Kwun Tong	1 189	909	640	1 231	658	622
Sham Shui Po	720	522	420	681	422	402
Wong Tai Sin	652	426	361	691	396	376
Yau Tsim Mong	184	132	129	190	100	133
Islands	172	130	96	177	124	102
Kwai Tsing	980	704	463	986	552	535
North	469	349	256	453	304	261
Sai Kung	323	245	194	378	220	194
Sha Tin	631	400	341	648	363	326
Tai Po	230	173	140	229	150	124
Tsuen Wan	242	155	126	227	128	122
Tuen Mun	921	699	513	1 157	619	504
Yuen Long	944	755	617	1 220	663	617
Outside Hong Kong	38	39	25	24	20	34
Information not provided by applicant	4	2	0	2	1	0
Total	8 711	6 378	4 966	9 263	5 298	4 925

DC district	No. of applicants received (gross applicant count)					
	October 2015	November 2015	December 2015	January 2016	February 2016	Total
Central & Western	47	36	42	66	35	2 447
Eastern	227	193	140	336	140	11 994
Southern	125	87	75	151	80	6 067
Wan Chai	14	20	25	26	12	1 278
Kowloon City	354	253	235	448	216	13 570
Kwun Tong	937	699	640	1 278	569	46 477
Sham Shui Po	577	412	376	795	331	26 360
Wong Tai Sin	492	389	295	736	313	24 229
Yau Tsim Mong	134	106	109	199	77	7 880
Islands	138	86	82	167	85	7 676
Kwai Tsing	735	535	523	1 085	409	35 488
North	347	245	256	518	230	17 666
Sai Kung	267	187	149	389	154	12 894
Sha Tin	486	334	323	698	324	23 203
Tai Po	169	121	122	258	125	9 156
Tsuen Wan	210	115	110	258	103	9 292
Tuen Mun	702	524	435	1 174	514	37 658
Yuen Long	778	605	618	1 353	555	43 036
Outside Hong Kong	35	20	28	35	18	1 522
Information not provided by applicant	1	0	3	3	2	117
Total	6 775	4 967	4 586	9 973	4 292	338 010

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)084

(Question Serial No. 2254)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

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

- (a) the number of inspections conducted by the Government in the past 3 years;
- (b) the number of non-compliance cases detected by the Government in the past 3 years;
- (c) the number of warnings issued, prosecutions taken out and convictions secured by the Government in the past 3 years. Will additional resources be allocated to conduct more educational work or inspections in light of the figures? If not, what are the reasons?

Asked by: Hon SIN Chung-kai (Member Question No. 9)

Reply:

The information sought is provided as follows:

- (a) From 2013 to 2015, the Labour Department (LD) conducted 127 294 workplace inspections to establishments of various industries to check employers' compliance with labour laws such as the Minimum Wage Ordinance (MWO).
- (b) Over the above period, including reported cases, 34 cases involving suspected violation of MWO were detected. Subsequent follow-up actions on all such cases confirmed that employees of most cases had received SMW or had recovered the shortfall in wages.
- (c) Over the above period, LD issued 6 warnings to employers suspected to have contravened MWO and secured 7 convictions for contravention of MWO. Since the implementation of SMW in May 2011, the state of compliance with MWO has been

satisfactory. LD will continue to carry out publicity activities and workplace inspections, and will flexibly deploy resources to strengthen the related work as and when necessary.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)085

(Question Serial No. 2255)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to occupational safety, would the Government advise this Committee of the following information for the past 3 years:

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

Asked by: Hon SIN Chung-kai (Member Question No. 10)

Reply:

The information sought is provided as follows:

- (a) The total number of industrial accidents and the respective numbers of fall-from-height and heat stroke cases in the full years of 2013 and 2014, as well as the first 3 quarters of 2015 are set out below:

	2013	2014	First 3 quarters of 2015
Number of industrial accidents	11 820	11 677	8 643
Number of fall-from-height cases	530	470	361
Number of heat stroke cases	17	14	14

(Note: The full-year accident statistics of 2015 will be completed in April 2016)

- (b) In 2013, 2014 and 2015, the Labour Department (LD) respectively conducted 123 115, 124 907 and 130 173 inspections.
- (c) The numbers of warnings issued and prosecutions instituted by LD in 2013, 2014 and 2015 are set out below:

	2013	2014	2015
Number of warnings	30 496	30 961	32 812
Number of prosecutions	2 604	2 709	2 684

- (d) LD will continue to adopt a multi-pronged strategy to enhance occupational safety and health in various industries through inspection and enforcement, education and training as well as publicity and promotion. LD will also launch special enforcement operations targeting high-risk processes, such as work-at-height, lifting operations and electrical work. In respect of publicity, education and promotion, LD will, in collaboration with the Occupational Safety and Health Council, major trade associations and the workers' unions concerned, organise promotional campaigns to enhance the occupational safety and health awareness of employers and employees in various industries through training courses, seminars, roving exhibitions, out-reaching promotional visits, television and radio Announcements in the Public Interest, occupational safety and health messages publicised on newspapers and LD's webpages, and compilation and updating of safety guidelines.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)086

(Question Serial No. 2256)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Employees' Compensation Ordinance (ECO), would the Government advise this Committee of:

- (a) the number of claims for compensation under ECO received in the past 3 years (with a breakdown by industry);
- (b) the number of successful claims among the above claims in the past 3 years (with a breakdown by industry), as well as the reasons for the unsuccessful claims; and
- (c) the amount of compensation claimed in the above successful claims in the past 3 years (with a breakdown by industry)?

Asked by: Hon SIN Chung-kai (Member Question No. 11)

Reply:

The information sought is provided as follows:

- (a) The number of employees' compensation claims reported under ECO in the past 3 years is provided below:

Duration of incapacitation	2013	2014	2015
Not more than 3 days	16 096	15 531	14 994
More than 3 days [^]	39 072	38 386	36 923
Total	55 168	53 917	51 917

[^] Figures include fatal cases.

If the work injury incapacitates an employee for not more than 3 days with no permanent incapacity, the employer concerned will make direct payment of compensation to the employee. The Labour Department does not keep a breakdown by industry of the above-mentioned claims resulting in incapacitation for not more than 3 days. As for the claims resulting in incapacitation for more than 3 days, a breakdown by industry is provided below:

Industry	2013	2014	2015
Public Administration, Social and Personal Services	8 057	7 927	7 394
Finance and Insurance, Real Estate, Professional and Business Services	6 887	6 886	6 892
Food and Beverage Services	6 431	6 192	5 944
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 831	5 642	5 315
Transportation, Storage, Postal and Courier Services, Information and Communications	5 013	4 779	4 154
Construction	3 343	3 597	3 955
Manufacturing	2 495	2 448	2 313
Others	1 015	915	956
Total	39 072	38 386	36 923

- (b) A breakdown by industry of the above claims resulting in incapacitation for more than 3 days in the past 3 years which were settled in the same respective year is provided below:

Industry	2013	2014	2015
Public Administration, Social and Personal Services	4 865	4 703	4 419
Finance and Insurance, Real Estate, Professional and Business Services	4 269	4 403	4 361
Food and Beverage Services	4 567	4 275	4 178
Import/Export, Wholesale and Retail Trades, Accommodation Services	3 881	3 750	3 640
Transportation, Storage, Postal and Courier Services, Information and Communications	2 958	2 764	2 511
Construction	1 134	1 213	1 427
Manufacturing	1 563	1 494	1 517
Others	503	452	485
Total	23 740	23 054	22 538

The remaining outstanding claims were awaiting expiry of sick leave, assessment of permanent incapacity or court judgement.

- (c) A breakdown by industry of the amount of employees' compensation involved in the above claims resulting in incapacitation for more than 3 days in the past 3 years which were settled in the same respective year is provided below:

Industry	2013 (\$million)	2014 (\$million)	2015 (\$million)
Public Administration, Social and Personal Services	38.8	40.0	44.2
Finance and Insurance, Real Estate, Professional and Business Services	29.6	32.2	38.4
Food and Beverage Services	29.2	28.3	31.3
Import/Export, Wholesale and Retail Trades, Accommodation Services	31.1	29.2	34.5
Transportation, Storage, Postal and Courier Services, Information and Communications	36.8	34.6	40.1
Construction	43.6	51.2	61.1
Manufacturing	15.4	15.8	17.5
Others	1.9	1.8	3.4
Total#	226.4	233.0	270.5

Figures may not add up to the totals owing to rounding.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)087

(Question Serial No. 2257)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

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

- (a) the number of persons with disabilities undergoing the productivity assessment since the implementation of Statutory Minimum Wage (SMW) (calculated on a yearly basis);
- (b) the respective numbers of persons whose assessed degree of productivity are in the lower quartile, at the median, at the average level and in the upper quartile (with a breakdown by industry); and
- (c) whether the Government has considered offering subsidy to persons with disabilities so that they can receive the minimum wage? Has the Government assessed the number of recipients if the measure is implemented? What is the expenditure involved?

Asked by: Hon SIN Chung-kai (Member Question No. 12)

Reply:

The information sought is provided as follows:

- (a) Since the implementation of SMW in May 2011 and up to February 2016, a total of 507 assessments were completed under MWO. The yearly breakdown is as follows:

Year	No. of assessments
2011 (May to December)	170
2012	110
2013	69
2014	74
2015	81
2016 (January to February)	3
Total	507

- (b) Employees with disabilities whose productivity may be impaired by their disabilities may 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 507 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%	68%	68%	75%
Import/export, wholesale and retail trades	60%	70%	70%	83%
Accommodation and food services	65%	72%	72%	80%
Transportation, storage, postal and courier services	60%	78%	74%	88%
Financing, insurance, real estate, professional and business services	70%	78%	78%	88%
Public administration, social and personal services	65%	75%	73%	82%
Others	65%	76%	76%	85%
Overall	65%	72%	73%	81%

- (c) The Government is committed to promoting the employment of persons with disabilities. The objective is to assist and support persons with disabilities in finding appropriate jobs on the basis of their abilities rather than their disabilities, and to have their rights, capabilities and contributions duly recognised in an inclusive society. In this connection, the Government strives to provide a series of appropriate employment training and support services for persons with disabilities. The Government also facilitates and encourages employers to employ persons with disabilities through various measures so as to create an inclusive working environment. The Government at present has no plan to provide wage subsidy for persons with disabilities.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)088****(Question Serial No. 2258)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (3) Safety and Health at WorkControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the occupational health clinics of the Labour Department (LD), would the Government advise this Committee of: the number of patients who sought consultation involving the working environments or industrial accidents in the past 3 years (with breakdowns by age and sex); and the diseases or injuries of the patients in the past 3 years (with breakdowns by age and sex)?

Asked by: Hon SIN Chung-kai (Member Question No. 13)Reply:

The information sought is provided as follows:

The information on new patients who sought consultation at the occupational health clinics of LD and were diagnosed to have diseases or injuries caused by, related to or aggravated by work in the past 3 years, with breakdowns by age and sex, is set out in the following tables:

By age

Age Group	2013	2014	2015
20 or below	3 (0.2%)	1 (0.1%)	3 (0.2%)
Above 20 to 40	439 (24.9%)	360 (23.1%)	309 (20.8%)
Above 40 to 60	1 235 (70.0%)	1 118 (71.8%)	1 087 (73.2%)
Above 60	87 (4.9%)	78 (5.0%)	86 (5.8%)
Total	1 764 (100%)	1 557 (100%)	1 485 (100%)

By sex

Sex	2013	2014	2015
Male	608 (34.5%)	507 (32.5%)	532 (35.8%)
Female	1 156 (65.5%)	1 050 (67.5%)	953 (64.2%)
Total	1 764 (100%)	1 557 (100%)	1 485 (100%)

In the past 3 years, about 82.8% of the new patients who sought consultation at the occupational health clinics of LD suffered from musculoskeletal diseases. Breakdowns of the patients with musculoskeletal diseases, injuries and other diseases by age and sex are set out in the following tables:

(i) Musculoskeletal Diseases¹

By age

Age Group	2013	2014	2015
20 or below	4 (0.2%)	0 (0.0%)	3 (0.2%)
Above 20 to 40	409 (24.0%)	321 (22.1%)	277 (19.8%)
Above 40 to 60	1 198 (70.4%)	1 061 (72.9%)	1 041 (74.6%)
Above 60	92 (5.4%)	73 (5.0%)	75 (5.4%)
Total	1 703 (100%)	1 455 (100%)	1 396 (100%)

By sex

Sex	2013	2014	2015
Male	567 (33.3%)	452 (31.1%)	511 (36.6%)
Female	1 136 (66.7%)	1 003 (68.9%)	885 (63.4%)
Total	1 703 (100%)	1 455 (100%)	1 396 (100%)

(ii) Injuries and Other Diseases¹

By age

Age Group	2013	2014	2015
20 or below	0 (0.0%)	2 (0.6%)	1 (0.3%)
Above 20 to 40	95 (23.6%)	90 (25.8%)	60 (20.8%)
Above 40 to 60	283 (70.4%)	233 (66.8%)	200 (69.2%)
Above 60	24 (6.0%)	24 (6.9%)	28 (9.7%)
Total	402 (100.0%)	349 (100.0%)	289 (100.0%)

By sex

Sex	2013	2014	2015
Male	170 (42.3%)	147 (42.1%)	124 (42.9%)
Female	232 (57.7%)	202 (57.9%)	165 (57.1%)
Total	402 (100.0%)	349 (100.0%)	289 (100.0%)

Note:

¹ The numbers of musculoskeletal diseases, injuries or other diseases include those caused by, related to or aggravated by work and those unrelated to work.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)089

(Question Serial No. 2259)

Head: (90) Labour Department

Subhead (No. & title): ()

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

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the work on deterring false self-employment, would the Government advise this Committee of:

- (a) the number of false self-employment and involuntary false self-employment cases detected in the past 3 years;
- (b) the number of inspections and enforcement actions against false self-employment and the expenditure involved in the past 3 years; and
- (c) the resources allocated and expenditure for the educational and promotional work on deterring false self-employment in the past 3 years.

Asked by: Hon SIN Chung-kai (Member Question No. 14)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) ensures employers' compliance with labour laws through conducting inspections to workplaces to check, inter alia, whether false self-employment practices are deployed by employers. Employees suspected to have been deprived of their employment rights and benefits under the pretext of self-employment can lodge complaints through LD's hotline. Including cases detected through inspections and handling of complaints, the numbers of false self-employment cases detected by LD in 2013, 2014 and 2015, irrespective of whether employees accepted false self-employment voluntarily or not, were 22, 13 and 15 respectively.

- (b) In 2013, 2014 and 2015, LD respectively conducted 151 912, 146 991 and 143 037 inspections to workplaces to check, inter alia, whether there were false self-employment practices. As Labour Inspectors were responsible for the enforcement of various labour laws, the staff cost on tackling false self-employment could not be separately identified.
- (c) In the past 3 years, LD carried out a series of educational and promotional activities to enhance public awareness of the differences in the rights and benefits between an employee and a self-employed person. The activities mainly included broadcasting television and radio Announcements in the Public Interest, distributing leaflets and promotional materials, displaying posters, issuing feature articles, placing advertisements in the public transport network and periodicals of trade union federations, and promoting relevant messages at large-scale seminars and roving exhibitions. The expenditures involved in 2013-14, 2014-15 and 2015-16 were \$454,000, \$483,000 and \$454,000 respectively.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)090

(Question Serial No. 2260)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What is the estimated expenditure of the Standard Working Hours (SWH) Committee in 2016-17? What will be its main work in 2016-17? Will the work cover the examination of the legislative details of SWH? When will the legislative timetable be available?

Asked by: Hon SIN Chung-kai (Member Question No. 15)

Reply:

In 2016-17, the estimated expenditure of the Labour Department for supporting the SWH Committee and its related work is \$7.82 million (excluding staff cost). The SWH Committee plans to launch the second-stage consultation on the working hours policy directions before the end of April 2016 to collect views from the public and relevant organisations for its reference in preparing a report for submission to the Government afterwards.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)091****(Question Serial No. 2261)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

What was the number of applications to the Protection of Wages on Insolvency Fund (PWIF) in each of the past 3 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 (Member Question No. 16)Reply:

The information sought is provided as follows:

- (a) A breakdown of the applications to PWIF in each of the past 3 years by industry is provided below:

Year	Industry	No. of applications
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
2014	Food and beverage service activities	473
	Import and export trade	396
	Construction	394
	Retail trade	105
	Financial service activities (except insurance and	86

Year	Industry	No. of applications
	pension funding)	
	Education	85
	Others	697
	Total	2 236
2015	Construction	755
	Food and beverage service activities	563
	Retail trade	535
	Libraries, archives, museums and other cultural activities	420
	Import and export trade	327
	Creative and performing arts activities	89
	Information technology service activities	86
	Others	711
	Total	3 486

- (b) The total amount of payment claimed and the average amount of ex gratia payment made per approved application in the past 3 years are provided below:

	2013	2014	2015
Total amount claimed (\$million)	132.4	187.3	206.5
Average amount of payment made per approved application	\$26,167	\$26,916	\$21,281

- (c) The time required to effect payment for the approved applications in the past 3 years is provided below:

Time required to effect payment upon receipt of the necessary information and documents by the Labour Department	No. of Applications		
	2013	2014	2015
4 weeks or less	1 773	2 108	2 812
More than 4 weeks to 6 weeks	79	77	69
More than 6 weeks to 8 weeks	3	1	13
More than 8 weeks	0	0	0
Total	1 855	2 186	2 894

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)092

(Question Serial No. 2262)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government stated that targeted operations were 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 launched publicity programmes to enhance public awareness of the serious consequences of employing illegal workers. Please provide the following information:

- (a) What were the details of the specific work and expenditure involved in the targeted operations and publicity programmes in 2015-16?
- (b) What are the details of the specific work and estimated expenditure for the targeted operations and publicity programmes in 2016-17?
- (c) Will the Government assess the effectiveness of the operations? If yes, what are the details? If not, what are the reasons?

Asked by: Hon SIN Chung-kai (Member Question No. 17)

Reply:

The information sought is provided as follows:

- (a) In 2015, LD mounted 210 joint operations with the Police and ImmD to raid establishments suspected to have been involved in illegal employment. LD also enhanced public awareness of the serious consequences of employing illegal workers through publicity campaigns, and encouraged the reporting of suspected offences through the mass media, advertisements on public transport, etc.

As the labour inspectors involved were responsible for the enforcement of various labour laws, the staff cost on combating illegal employment cannot be separately

identified. The estimated expenditure on publicity against illegal employment in 2015-16 is \$207,000.

- (b) In 2016-17, LD will continue to mount intelligence-based joint operations with other law enforcement departments and launch territory-wide publicity activities through various channels to combat illegal employment. LD has earmarked \$220,000 for the related publicity work.
- (c) Combating illegal employment is an ongoing effort of LD. LD will regularly review the effectiveness of the enforcement actions, including intelligence collection and joint operations with other law enforcement departments against suspected establishments.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)093

(Question Serial No. 2263)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Has the Government conducted any survey on the number of employees who are granted 17 days of statutory holidays and its percentage share in the total number of employees? Will the Government conduct any study to review the number of statutory holidays or introduce relevant legislation in 2016-17? If yes, what are the expenditure involved and specific details? If not, what are the reasons? Will the Government undertake to proceed with legislation within a certain period of time?

Asked by: Hon SIN Chung-kai (Member Question No. 18)

Reply:

In the second quarter of 2011, the Census and Statistics Department conducted a survey on statutory holidays and general holidays taken by employees in Hong Kong. The findings showed that, out of 2.757 million employees in Hong Kong, 2.3435 million (85.0%) who were employed under a continuous contract for more than 3 months were entitled to 12 days of paid statutory holidays. Among the 2.3435 million employees, 1.3654 million employees were taking general holidays, representing 49.5% of the total number of employees.

In 2015, the Labour Department (LD) reported the above survey findings to the Labour Advisory Board (LAB) and the Legislative Council Panel on Manpower. The issue of increasing the number of statutory holidays was discussed at several LAB meetings and LD listened to the views of members. The issue is still under discussion by LAB. The Government will carefully consider the way forward after a consensus has been reached by LAB.

The study on statutory holidays is conducted by existing staff among their other duties, and the expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)094

(Question Serial No. 2264)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) provides free employment service to all job seekers. It provides assistance and 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 2015-16; the expenditure involved; their placement rates after receiving the service; whether funds and manpower will be set aside to cope with a sudden surge in service demand; and the estimated number of service users in 2016-17 and the financial provision for the service?

Asked by: Hon SIN Chung-kai (Member Question No. 19)

Reply:

In 2015, a total of 69 941 job seekers registered for free employment services, including 67 221 able-bodied job seekers and 2 720 job seekers with disabilities. At present, about 99% of the vacancies advertised through LD are displayed with employers' contact details. Job seekers can approach the employers and make job applications direct at job fairs or through the Interactive Employment Service website without registration with LD. In 2015, LD secured about 150 748 placements for job seekers, including about 148 347 placements for able-bodied job seekers and 2 401 placements for job seekers with disabilities.

In addition, in the 2014/15 programme year (September 2014 to August 2015) of the Youth Employment and Training Programme (YETP), 6 741 trainees were enrolled and received pre-employment training, workplace attachment, on-the-job training and personalised career guidance, and 3 207 trainees were placed into on-the-job training vacancies. LD conducted a trainee development survey for trainees of the 2014/15 programme year which showed that 83.5% of the trainees were in employment.

In 2015-16, the estimated expenditure for providing the full range of employment services was \$348.5 million. It is estimated that in 2016, 69 700 job seekers will register for free employment services, including 67 000 able-bodied job seekers and 2 700 job seekers with disabilities. As for YETP, it is estimated that 7 000 trainees will be enrolled in the 2015/16 programme year. The estimated expenditure for providing the full range of employment services in 2016-17 is \$406.2 million.

In the event of a sudden surge in service demand from job seekers, LD will consider deploying resources as appropriate to respond to their needs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)095

(Question Serial No. 2266)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the total number of wage default cases received in the past 3 years? What were the details? What were the longest period of wage default and the amount involved? What was the average time taken from investigation to conviction for the offence cases? Among these cases, what was the highest penalty imposed by the court? Has the Government assessed whether the relevant legislation has sufficient deterrent effect to prevent other employers from defaulting on wage payment?

Asked by: Hon SIN Chung-kai (Member Question No. 24)

Reply:

In 2013, 2014 and 2015, the numbers of labour disputes, claims and reported cases related to wage default handled by the Labour Department (LD) were 5 545, 5 409 and 5 023 respectively. LD does not keep information on the period and amount of wage default. A significant number of the labour disputes, claims and reported cases involved disputes on facts or law points and might not necessarily involve wage offences under the Employment Ordinance (EO).

If LD detects any suspected wage offences under EO in the course of conciliation, the employees concerned will be invited to provide further information and investigation will be initiated. LD will initiate prosecution after seeking legal advice if there is sufficient evidence for suspected wage offences and the employees concerned are willing to act as prosecution witnesses. The time required for investigation and prosecution of offences is determined by a number of factors, such as the complexity of individual cases, the number of defendants and witnesses involved, whether there is conflicting evidence among the parties, the plea of the defendants, etc. The exact time required for investigation and prosecution varies from case to case and cannot be generalised.

According to EO, an employer who wilfully and without reasonable excuse fails to pay wages and/or termination payments when they become due is liable to prosecution. If such offence is committed with the consent, connivance or neglect of the company director or responsible person, the director or responsible person is liable to prosecution and, upon conviction, to a maximum fine of \$350,000 and imprisonment for 3 years. From 2013 to 2015, LD issued a total of 1 708 summonses in respect of wage offences, of which 1 268 were convicted. During these 3 years, a record high fine of \$1.07 million was imposed by the court on a case involving prolonged default on wage payment. Besides, 3 employers convicted of wage offences were sentenced to immediate imprisonment, with 4 months' imprisonment being the highest term, while 1 employer and 3 company directors were given a suspended sentence. 1 employer and 5 company directors were also sentenced to community service orders.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)096

(Question Serial No. 2267)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the enhancement measures under the Supplementary Labour Scheme (SLS), would the Government advise this Committee of:

- (a) the number of applications under SLS in the past year, and the number of workers and nationalities involved;
- (b) the works projects and contractors involved in the applications;
- (c) the median wage of the workers?

Asked by: Hon SIN Chung-kai (Member Question No. 26)

Reply:

The information sought is provided as follows:

- (a) On the premise of according priority to local workers in employment and safeguarding their wage levels, the Government launched enhancement measures under SLS for public sector works projects in April 2014 and May 2015. The measures included expediting the preparatory work for SLS applications involving 26 trades in the construction industry with manpower shortage; and hopefully generating synergy effects for more effective utilisation of the productivity of imported workers under specified public sector works contract under the same contractor. In 2015, the Labour Department (LD) received 9 applications in relation to the above enhancement measures, applying for the importation of a total of 1 065 workers. As employers do not have to provide information on the nationality of prospective imported workers in the SLS applications, LD does not keep breakdowns by nationality of imported workers applied for.

- (b) Having regard to the principle of confidentiality in the processing of applications under SLS, LD cannot provide information on the works projects and contractors involved.
- (c) Under SLS, imported workers must be remunerated at not less than the median monthly wage of the relevant job title as published by the Census and Statistics Department or the monthly wage of the 26 trades in the construction industry with manpower shortage as promulgated by the Construction Industry Council, whichever is higher. The 9 applications mentioned in (a) above involved 20 job titles, and their respective median monthly wages are at Annex.

SLS applications under the enhancement measures received in 2015:
median monthly wages of the 20 job titles involved in the applications
as at the end of 2015

Job title	Median monthly wage (\$)
1. Concretor [^]	39,000 [^]
2. Carpenter [^]	34,150 [^]
3. Bar Bender and Fixer [^]	33,350 [^]
4. Structural Steel Welder [^]	29,100 [^]
5. Plasterer [^]	28,600 [^]
6. Bricklayer [^]	28,600 [^]
7. Concrete Mixing Barge Worker	28,000
8. Post-tensioning Operator	28,000
9. Rigger/Metal Formwork Erector [^]	27,050 [^]
10. General Welder [^]	26,500 [^]
11. Plumber [^]	26,500 [^]
12. Painter and Decorator [^]	26,000 [^]
13. Tunnel Worker [^]	25,870 [^]
14. Leveller [^]	25,500 [^]
15. Derrick Barge Worker	25,000
16. Fire Service Mechanical Fitter [^]	23,900 [^]
17. Fire Service Electrical Fitter [^]	23,900 [^]
18. Curtain Wall Installer [^]	23,650 [^]
19. Metal Worker [*]	23,470
20. Metal Scaffolder [^]	23,400 [^]

[^]Manpower shortage trades of the construction industry and their monthly wages are promulgated by the Task Force on Short-term Labour Supply of the Construction Industry Council.

^{*}Manpower shortage trade of the construction industry promulgated by the Task Force on Short-term Labour Supply of the Construction Industry Council.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)097

(Question Serial No. 0188)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Special counters are set up in all job centres of the Labour Department (LD) to provide priority registration and job referral services for mature job seekers. In this connection, would the Government advise this Committee:

- (a) of the manpower arrangement for the services;
- (b) of the number of job seekers who have registered for employment services since the setting up of the special counters and, among which, the number of placements secured through the referral services; and
- (c) whether the Government has any plan to enhance the publicity of the employment support services provided to mature persons by the job centres?

Asked by: Hon TANG Ka-piu (Member Question No. 17)

Reply:

The information sought is provided as follows:

- (a) LD provides a comprehensive range of employment services free of charge to job seekers (including mature persons). In order to assist mature job seekers aged 50 or above in finding suitable jobs, special counters are set up in LD's job centres to provide them with priority registration and job referral services. The above employment services are provided by existing staff among their other duties, and the manpower involved cannot be separately identified.
- (b) LD has set up special counters for mature persons in its job centres since the early 1990s. In the past 5 years (i.e. 2011-2015), 64 330 persons aged 50 or above registered with LD for employment services. Over the same period, 10 974

placements were secured for persons aged 50 or above through LD's referral services. Apart from such referral services, job seekers (including mature persons) usually make direct application to employers who advertise their vacancies via LD. Currently, around 99% of the vacancies advertised through LD are open for direct application by job seekers.

- (c) In 2016-17, LD will continue to promote the thematic job fairs organised for middle-aged and mature persons through a number of publicity channels, including short message service, websites, radios, newspapers and advertisements on the MTR, as well as distributing posters and leaflets to non-governmental organisations, training bodies, trade unions and Public Enquiry Service Centres of the Home Affairs Department. LD will also strengthen the liaison and cooperation with the non-governmental organisations serving mature persons, and continue to make use of the dedicated webpage set up for mature persons under the Interactive Employment Service website to promote LD's employment services and special employment programmes, and encourage mature persons having employment needs to use LD's services.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)098

(Question Serial No. 0189)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the state of the construction industry, would the Government advise this Committee of:

- (a) the number of job vacancies in the construction industry in the past 2 years (with breakdowns by year and job title);
- (b) the number of employed persons in the construction industry in the past 2 years (with breakdowns by year, gender, age group, mode of employment and job title);
- (c) the number of underemployed persons and the underemployment rate in the construction industry in the past 2 years (with breakdowns 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 2 years (with breakdowns by year and job title);
- (e) the wage index, median wage and its year-on-year rate of change in the construction industry in the past 2 years (with breakdowns by year and job title);
- (f) the number of imported workers applied for and approved in the construction industry in the past 2 years (with breakdowns by year, job title and wage level); and
- (g) the additional manpower that the Construction Industry Recruitment Centre (CIRC) could recruit for the industry and the approach to assess its effectiveness?

Asked by: Hon TANG Ka-piu (Member Question No. 18)

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 provided at Annexes 1 to 4. C&SD does not collect the statistics by job title.
- (f) In 2014 and 2015, the number of imported workers applied for and approved under the Supplementary Labour Scheme (SLS) in the construction industry is as follows:

	2014	2015
Number of imported workers applied for	2 716	1 250
Number of imported workers approved	342	938

Under SLS, imported workers must be remunerated at not less than the median monthly wage of the relevant job title as published by C&SD or the monthly wage of the 26 trades in the construction industry with manpower shortage as promulgated by the Construction Industry Council (CIC), whichever is higher. Breakdowns of the number of imported workers applied for and approved in the construction industry in 2014 and 2015 by job title and median monthly wage are provided at Annexes 5 and 6.

- (g) Located in the CIC Kowloon Bay Training Centre, CIRC of the Labour Department (LD) commenced operation in January 2016 to provide a convenient employment service platform for construction employers and job seekers free-of-charge. To tie in with the establishment of CIRC, LD launched a new dedicated webpage for the construction industry under the Interactive Employment Service website for job seekers to search construction industry vacancies and details of the recruitment events at CIRC without visiting in person, thereby enhancing the dissemination of information.

As the labour demand in the construction industry is subject to various factors such as the overall economic environment and the number and progress of works projects, and construction workers may continue to find jobs in the industry through other existing channels, it is difficult to estimate the additional manpower that CIRC could recruit for the industry. LD will promote CIRC's services through different channels, closely monitor its operation, and keep in view the employment market situation and listen to the views of the industry and service users. LD will also assess the effectiveness of CIRC and optimise its services based on its usage; and the number of recruitment events organised and successful placements, etc.

Number of job vacancies in the construction industry in 2014 and 2015

Year^(#)	Average number of vacancies
2014	1 385
2015	795

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 number of vacancies of the construction industry refers to manual workers at construction sites only and the data are mostly collected from the main contractors.

(#) Figures refer to averages of the 4 quarters of the year.

Source: Quarterly Employment Survey of Construction Sites, Census and Statistics Department

Number of employed persons by gender, age group and full-timer/part-timer, and underemployed persons and the underemployment rate by gender and age group in the construction industry in 2014 and Q1-Q4 2015

2014

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	276 500	242 700	33 800	22 000	7.5
Female	30 500	27 800	2 700	500	1.5
Age group					
15-below 25	15 800	14 600	1 200	700	3.8
25-below 30	23 900	22 800	1 200	900	3.6
30-below 40	64 400	60 000	4 400	2 900	4.3
40-below 50	77 700	69 500	8 200	5 500	6.8
50-below 60	97 700	82 300	15 300	10 000	9.7
60 and above	27 400	21 300	6 200	2 500	8.5
Overall	307 000	270 500	36 500	22 500	7.0

2015 Q1

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	279 800	248 200	31 600	21 500	7.3
Female	30 400	27 900	2 500	*	*
Age group					
15-below 25	18 200	17 000	1 300	1 000	5.2
25-below 30	25 200	23 300	1 900	1 500	5.9
30-below 40	62 900	57 200	5 600	3 300	5.2
40-below 50	78 800	69 800	9 000	6 500	7.9
50-below 60	94 200	82 700	11 600	7 800	7.8
60 and above	30 900	26 200	4 800	1 600	4.8
Overall	310 200	276 100	34 100	21 800	6.7

2015 Q2

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	286 200	253 700	32 500	22 400	7.5
Female	33 700	31 200	2 500	*	*
Age group					
15-below 25	17 400	15 800	1 600	800	4.0
25-below 30	26 100	25 400	800	800	2.9
30-below 40	64 700	59 600	5 100	3 400	5.1
40-below 50	79 200	71 400	7 800	5 500	6.8
50-below 60	97 800	83 700	14 100	10 200	9.9
60 and above	34 600	29 000	5 500	1 900	5.3
Overall	319 900	284 900	35 000	22 600	6.8

2015 Q3

	Employed persons			Underemployed persons^	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	293 700	256 900	36 800	21 600	7.1
Female	33 400	30 600	2 900	600	1.7
Age group					
15-below 25	18 100	16 300	1 800	900	4.5
25-below 30	25 800	23 600	2 200	1 300	4.8
30-below 40	60 700	55 700	5 100	3 300	5.2
40-below 50	78 500	71 700	6 800	3 800	4.7
50-below 60	106 300	92 300	14 000	9 300	8.4
60 and above	37 800	27 900	9 900	3 700	9.5
Overall	327 200	287 500	39 700	22 200	6.6

2015 Q4

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	295 400	262 200	33 200	19 400	6.3
Female	34 500	30 700	3 800	800	2.4
Age group					
15-below 25	17 400	15 100	2 300	800	4.4
25-below 30	26 600	25 300	1 300	800	3.1
30-below 40	63 600	60 100	3 500	2 600	4.1
40-below 50	79 900	73 700	6 200	4 600	5.6
50-below 60	105 100	89 700	15 400	9 100	8.2
60 and above	37 300	28 900	8 400	2 300	5.9
Overall	329 000	292 800	37 000	20 200	5.9

Notes: Figures for 2015 as a whole are not yet available.

Individual figures may not add up exactly to the total owing to rounding.

Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling errors and should be interpreted with caution.

(#) Figures refer to those employed persons who worked 35 hours or longer during the 7 days before enumeration and those who worked less than 35 hours owing to vacation over that period.

(@) Figures refer to those employed persons who worked less than 35 hours owing to reasons other than vacation during the 7 days before enumeration.

(^) Figures refer to those who involuntarily worked less than 35 hours during the 7 days before enumeration and either (i) have been available for additional work during the 7 days before enumeration; or (ii) have sought additional work during the 30 days before enumeration.

(*) Figures are not released due to large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Number of unemployed persons and the unemployment rate
in the construction industry in 2014 and Q1-Q4 2015**

Year	Number of unemployed persons^(*)	Unemployment rate^(#) (%)
2014	16 200	5.0
2015 Q1	16 100	4.9
2015 Q2	14 000	4.2
2015 Q3	11 800	3.5
2015 Q4	11 600	3.4

Notes: Figures for 2015 as a whole are not yet available.

- (*) As regards the number of 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, owing 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 also be interpreted with caution.

Source: General Household Survey, Census and Statistics Department

**Wage index, median wage and its year-on-year rate of change
in the construction industry
in 2014 and 2015**

Year	Median monthly wage^(*) (year-on-year rate of change^(@))	Nominal wage index
2014	18,300 (+4.3%)	Not available
2015	20,000 (+9.2%)	Not available

Notes: (*) The definition of wage follows that adopted in the Employment Ordinance. It 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 applied for under SLS in the construction industry
in 2014 and 2015:
breakdowns by job title and median monthly wage**

2014

Job title	Number of imported workers applied for*	Median monthly wage by year end (\$)
1. Carpenter^	175	34,150^
2. Bar Bender and Fixer^	162	33,350^
3. Rigger/Metal Formwork Erector^	122	27,050^
4. Polyethylene Pipe Installation and Jointing Fitter	100	20,000
5. Tunnel Worker^	94	25,870^
6. General Welder^	77	26,500^
7. Trackworker^	75	25,246^
8. Post-tensioning Equipment Mechanic	65	27,320
9. Curtain Wall Installer^	60	23,650^
10. Others	1 786	Not applicable [#]
Total	2 716	Not applicable[#]

* For applications received towards year-end, the vetting process may be completed in the following year.

^ Manpower shortage trades of the construction industry and their monthly wages are promulgated by the Task Force on Short-term Labour Supply of the Construction Industry Council.

Not applicable as many job titles were involved.

2015

Job title	Number of imported workers applied for*	Median monthly wage by year end (\$)
1. Bar Bender and Fixer^	200	33,350^
2. Rigger/Metal Formwork Erector^	110	27,050^
3. Structural Steel Welder^	80	29,100^
4. Carpenter^	70	34,150^
5. Concretor^	70	39,000^
6. Curtain Wall Installer^	67	23,650^
7. General Welder^	65	26,500^
8. Derrick Barge Worker	60	25,000
9. Metal Scaffolder^	60	23,400^
10. Others	468	Not applicable [#]
Total	1 250	Not applicable[#]

* For applications received towards year-end, the vetting process may be completed in the following year.

^ Manpower shortage trades of the construction industry and their monthly wages are promulgated by the Task Force on Short-term Labour Supply of the Construction Industry Council.

Not applicable as many job titles were involved.

**Number of imported workers approved under SLS in the construction industry
in 2014 and 2015:
breakdowns by job title and median monthly wage**

2014

Job title	Number of imported workers approved*	Median monthly wage by year end (\$)
1. Tunnel Worker^	86	25,870^
2. High Voltage Overhead Transmission Lines Technician	55	19,800
3. Trackworker^	53	25,246^
4. Precast Segment Erection Operator	36	22,930
5. Plant and Equipment Operator (Tunnelling) - Tunnel Boring Machine^	22	22,000^
6. Post-tensioning Equipment Operator	21	27,320
7. Tunnel Boring Machine Mechanic	20	35,000
8. Compressed Air Worker^	10	22,000^
9. Computerised Jumbo Drill Operator	6	55,000
10. Others	33	Not applicable [#]
Total	342	Not applicable[#]

* For applications received towards year-end, the vetting process may be completed in the following year.

^ Manpower shortage trades of the construction industry and their monthly wages are promulgated by the Task Force on Short-term Labour Supply of the Construction Industry Council.

Not applicable as many job titles were involved.

2015

Job title	Number of imported workers approved*	Median monthly wage by year end (\$)
1. Bar Bender and Fixer^	103	33,350^
2. Polyethylene Pipe Installation and Jointing Fitter	100	20,000
3. Curtain Wall Installer^	95	23,650^
4. Post-tensioning Equipment Mechanic	65	26,500
5. Carpenter^	56	34,150^
6. General Welder^	53	26,500^
7. Precast Segment Erection Operator	35	22,170
8. Lifting Frame/Launching Gantry Operator	30	29,104
9. Rigger/Metal Formwork Erector^	30	27,050^
10. Others	371	Not applicable [#]
Total	938	Not applicable[#]

* For applications received towards year-end, the vetting process may be completed in the following year.

^ Manpower shortage trades of the construction industry and their monthly wages are promulgated by the Task Force on Short-term Labour Supply of the Construction Industry Council.

Not applicable as many job titles were involved.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)099

(Question Serial No. 0190)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide breakdowns of the numbers of applications received and approved under the Supplementary Labour Scheme (SLS) by the Labour Department in the past 3 years by industry, job title, working hours and wage level.

Asked by: Hon TANG Ka-piu (Member Question No. 19)

Reply:

In 2013, 2014 and 2015, employers applied to import 4 110, 6 613 and 4 689 workers respectively under SLS. The corresponding numbers of imported workers approved were 1 847, 2 722 and 2 880. Breakdowns of the number of imported workers applied for and approved by industry, job title and wage level are at Annexes 1 to 5. The majority of imported workers under SLS have a normal working time of either 8 or 9 hours per working day.

**Number of imported workers applied for and approved
under SLS in 2013, 2014 and 2015:
a breakdown by industry**

Industry	Number of imported workers applied for*			Number of imported workers approved*		
	2013	2014	2015	2013	2014	2015
1. Agriculture and Fishing	688	656	658	414	563	547
2. Manufacturing	296	411	224	76	187	126
3. Construction	320	2 716	1 250	566	342	938
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	666	283	395	76	158	154
5. Transport, Storage and Communications	178	32	44	2	4	17
6. Financing, Insurance, Real Estate and Business Services	663	400	303	8	23	5
7. Community, Social and Personal Services	1 299	2 115	1 815	705	1 445	1 093
Total	4 110	6 613	4 689	1 847	2 722	2 880

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2013:
a breakdown by job title**

Job title	Number of imported workers applied for*	Number of imported workers approved*
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

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2014:
a breakdown by job title**

Job title	Number of imported workers applied for*	Number of imported workers approved*
1. Care Worker (Elderly Service)	1 885	1 377
2. Livestock/Poultry/Fish/Crop Farm Worker	475	439
3. Gardening Worker	146	127
4. Cook	146	90
5. Tunnel Worker	94	86
6. Machine Operator	87	41
7. Trackworker	75	53
8. High Voltage Overhead Transmission Lines Technician	55	55
9. Bean Curd/Soya Bean/Bean Sprout Processing Worker	26	44
10. Others	3 624	410
Total	6 613	2 722

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2015:
a breakdown by job title**

Job title	Number of imported workers applied for*	Number of imported workers approved*
1. Care Worker (Elderly Service)	1 361	1 035
2. Livestock/Poultry/Fish/Crop Farm Worker	469	391
3. Cook	224	85
4. Bar Bender and Fixer	200	103
5. Gardening Worker	177	128
6. Rigger/Metal Formwork Erector	110	30
7. Quality Controller/Inspector/Control Supervisor	90	56
8. Structural Steel Welder	80	4
9. Care Worker (Disabled Service)	79	43
10. Others	1 899	1 005
Total	4 689	2 880

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2013, 2014 and 2015:
a breakdown by wage level**

Monthly wage	Number of imported workers applied for*			Number of imported workers approved*		
	2013	2014	2015	2013	2014	2015
1. \$6,000 or below	27	0	0	0	0	0
2. Above \$6,000 - \$8,000	141	111	162	97	0	71
3. Above \$8,000 - \$10,000	2 464	1 228	741	1 053	897	369
4. Above \$10,000 - \$12,000	254	1 816	1 793	21	1 241	1 255
5. Above \$12,000 - \$14,000	371	331	241	47	73	38
6. Above \$14,000 - \$16,000	438	432	335	23	72	115
7. Above \$16,000 - \$18,000	133	313	134	31	40	53
8. Above \$18,000 - \$20,000	114	406	30	207	86	140
9. Above \$20,000	168	1 976	1 253	368	313	839
Total	4 110	6 613	4 689	1 847	2 722	2 880

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)100

(Question Serial No. 0191)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

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

- (a) the numbers of individual-based applications and household-based applications received in the past year; the number of successful applicants and its percentage share in the total number of applicants, with breakdowns by gender, age, household size, residential district, industry, job title, monthly wage and rate of subsidy granted;
- (b) the time of completion of the comprehensive review of the WITS Scheme and of official announcement of the findings; and
- (c) the publicity work planned and the estimated expenditure for the promotion of the WITS Scheme in 2016-17?

Asked by: Hon TANG Ka-piu (Member Question No. 20)

Reply:

The information sought is provided as follows:

- (a) In 2015, the WITS Scheme received 78 278 applications, including 46 968 individual-based applications and 31 310 household-based applications. Over the same period, the Labour Department (LD) completed processing of 77 514 applications with a gross applicant count of 80 293. Of these, 74 426 were granted the subsidy, representing 92.7% of the applicants with processing completed (gross applicant count). Breakdowns of the number of applicants who were granted the subsidy and its percentage share in the number of applicants with processing completed (gross applicant count) by gender, age, household size, residential district, industry, occupation, monthly wage and rate of subsidy granted are set out at Annex.

- (b) LD is conducting a comprehensive review of the WITS Scheme which is expected to be completed in the second quarter of this year. The review findings will then be reported to the Legislative Council Panel on Manpower.
- (c) In 2016-17, LD will continue to organise publicity activities to promote the WITS Scheme. The estimated expenditure is \$1 million. The activities include: broadcasting television and radio Announcements in the Public Interest; distributing/displaying promotional leaflets and posters; advertising in newspapers and publications of target organisations; publicising in LD's job fairs, exhibitions and briefings for stakeholders; and displaying banners for outdoor publicity, etc.

Work Incentive Transport Subsidy Scheme

Number of applicants granted the subsidy and its percentage share in the number of applicants with processing completed (gross applicant count) in 2015 with breakdowns by gender, age, household size, residential district, industry, occupation, monthly wage and rate of subsidy granted

Breakdown by gender

Gender	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
Male	30 984	38.6%
Female	43 442	54.1%
Total	74 426	92.7%

Breakdown by age

Age	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
15 - below 20	608	0.8%
20 - below 30	7 546	9.4%
30 - below 40	11 786	14.7%
40 - below 50	21 346	26.6%
50 - below 60	21 871	27.2%
60 or above	11 269	14.0%
Total	74 426	92.7%

Breakdown by household size

Household size	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
1 person or individual-based application*	43 602	54.3%
2 persons	9 893	12.3%
3 persons	9 616	12.0%
4 persons	8 550	10.6%
5 persons	2 062	2.6%
6 persons or above	703	0.9%
Total	74 426	92.7%

* Individual-based applicants did not provide information about their household size.

Breakdown by residential district

District Council district	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
Central & Western	564	0.7%
Eastern	2 705	3.4%
Southern	1 310	1.6%
Wan Chai	298	0.4%
Kowloon City	2 700	3.4%
Kwun Tong	9 778	12.2%
Sham Shui Po	5 972	7.4%
Wong Tai Sin	5 464	6.8%
Yau Tsim Mong	1 974	2.5%
Islands	1 485	1.8%
Kwai Tsing	7 874	9.8%
North	4 077	5.1%
Sai Kung	2 814	3.5%
Sha Tin	4 963	6.2%
Tai Po	2 041	2.5%
Tsuen Wan	2 237	2.8%
Tuen Mun	8 410	10.5%
Yuen Long	9 371	11.7%
Outside Hong Kong	389	0.5%
Total	74 426	92.7%

Breakdown by industry

Industry	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
Manufacturing	4 014	5.0%
Construction	2 111	2.6%
Import/export, wholesale and retail trades	9 368	11.7%
Accommodation and food services	11 657	14.5%
Transportation, storage, postal and courier services, information and communications	6 236	7.8%
Financing, insurance, real estate, professional and business services	29 364	36.6%
Public administration, social and personal services	11 042	13.8%
Others	634	0.8%
Total	74 426	92.7%

Breakdown by occupation

Occupation	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
Professionals	759	0.9%
Associate professionals	2 474	3.1%
Clerical support workers	9 528	11.9%
Service and sales workers	17 624	21.9%
Craft and related workers	3 009	3.7%
Plant and machine operators and assemblers	1 102	1.4%
Elementary occupations	37 844	47.1%
Others	2 086	2.6%
Total	74 426	92.7%

Breakdown by monthly wage

Average monthly wage	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
\$6,000 or below	18 021	22.4%
Above \$6,000 - \$7,000	10 532	13.1%
Above \$7,000 - \$8,000	20 043	25.0%
Above \$8,000	25 830	32.2%
Total	74 426	92.7%

Breakdown by rate of subsidy granted

Rate of subsidy granted	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
Full-rate subsidy	67 007	83.5%
Half-rate subsidy	1 006	1.3%
Full-rate and half-rate subsidy in different months	6 413	8.0%
Total	74 426	92.7%

Individual figures may not add up exactly to the total owing to rounding.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)101

(Question Serial No. 2276)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the handling of labour disputes and claims, would the Government advise this Committee of:

- (a) the respective numbers of labour disputes and claims handled by the Labour Department (LD) in 2015;
- (b) the respective numbers of labour disputes and claims for which conciliation service was not rendered by LD in 2015 because the employers concerned were insolvent or could not be reached; and
- (c) the total number of claimants as well as the total amount of claims involved in labour disputes and claims in 2015?

Asked by: Hon TANG Ka-piu (Member Question No. 71)

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 2015 were 53 and 14 388 respectively.
- (b) The numbers of labour disputes and claims for which conciliation service was not rendered by LD in 2015 because the employers concerned were insolvent or could not be reached were 14 and 465 respectively.
- (c) The total number of claimants as well as the total amount of claims involved in labour disputes and claims in 2015 are as follows:

	Total number of claimants involved	Total amount of claims
Labour disputes	25 278	\$159 million
Claims	18 272	\$817 million

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)102

(Question Serial No. 2277)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the placement position of new arrival job seekers from the Mainland, would the Government provide the following information:

- (a) the total number of new arrival job seekers from the Mainland registered in 2015 (with breakdowns by gender, age, residential district and length of residence in Hong Kong);
- (b) the number of new arrival job seekers from the Mainland with placements secured through the referral services of the Labour Department (LD) in 2015 (with breakdowns by gender, age, residential district, length of residence in Hong Kong, industry, occupation, mode of employment and wage level); and
- (c) whether new measures have been formulated for 2016-17 to enhance employment support for new arrivals from the Mainland?

Asked by: Hon TANG Ka-piu (Member Question No. 72)

Reply:

The information sought is provided as follows:

- (a) In 2015, 4 132 new arrival job seekers from the Mainland registered with LD for employment services. Breakdowns by gender, age, residential district and length of residence in Hong Kong are at Annex 1.
- (b) In 2015, 803 placements were secured for new arrival job seekers from the Mainland through LD's referral services. LD does not keep a breakdown of the placements by mode of employment. Breakdowns by gender, age, residential district, length of residence in Hong Kong, industry, occupation and wage level are at Annex 2. Job seekers may be placed into employment either through the referral of LD or by direct

application to employers who advertise their vacancies via LD. Currently, about 99% of the vacancies advertised through LD are open for direct application by job seekers.

- (c) In addition to LD's general employment services and facilities available for new arrivals from the Mainland, special counters are set up in all LD job centres to provide them with job referral services. Resource corners are also set up in the job centres, and tailor-made employment briefings are regularly organised to provide employment information to help them better understand the local labour market situation and improve job search skills. New arrival job seekers from the Mainland may also meet the employment officers in job centres to obtain job search advice and information on training/retraining courses, and/or to receive career aptitude assessment as appropriate. Those who have difficulties finding jobs are also encouraged to participate in various employment programmes to enhance their employability. In 2016-17, LD will continue to strengthen collaboration with non-governmental organisations providing services to new arrivals from the Mainland and encourage these organisations to refer the new arrivals from the Mainland with employment needs to LD for employment services at job centres. At the same time, LD will also continue to proactively promote large-scale and district-based job fairs to new arrival job seekers from the Mainland and encourage their participation so as to increase their employment opportunities.

Number of new arrival job seekers from the Mainland
registered with the Labour Department in 2015

(i) By gender

Gender	No. of job seekers
Male	1 305
Female	2 827
Total	4 132

(ii) By age

Age	No. of job seekers
15-below 20	185
20-below 30	1 347
30-below 40	1 451
40-below 50	880
50-below 60	226
60 or above	43
Total	4 132

(iii) By residential district

Residential district	No. of job seekers
Hong Kong Island	410
Kowloon West	646
Kowloon East	1 191
New Territories East	768
New Territories West	1 117
Total	4 132

(iv) By length of residence in Hong Kong

Length of residence	No. of job seekers
Less than 1 year	1 344
1 year-less than 2 years	563
2 years-less than 3 years	478
3 years-less than 4 years	464
4 years-less than 5 years	391
5 years-less than 6 years	485
6 years-less than 7 years	407
Total	4 132

Number of job placements secured for new arrival job seekers from the Mainland
through the referral of LD in 2015

(i) By gender

Gender	No. of placements
Male	157
Female	646
Total	803

(ii) By age

Age	No. of placements
15-below 20	21
20-below 30	275
30-below 40	303
40-below 50	163
50-below 60	30
60 or above	11
Total	803

(iii) By residential district

Residential district	No. of placements
Hong Kong Island	68
Kowloon West	111
Kowloon East	238
New Territories East	163
New Territories West	223
Total	803

(iv) By length of residence in Hong Kong

Length of residence	No. of placements
Less than 1 year	205
1 year-less than 2 years	99
2 years-less than 3 years	83
3 years-less than 4 years	88
4 years-less than 5 years	85
5 years-less than 6 years	132
6 years-less than 7 years	111
Total	803

(v) By industry

Industry	No. of placements
Manufacturing	60
Construction	11
Wholesale, retail and import/export trades	408
Restaurants and hotels	109
Transport, storage and communications	26
Financing, insurance, real estate and business services	78
Community, social and personal services	111
Total	803

(vi) By occupation

Occupation	No. of placements
Managers and administrators	2
Professionals	4
Associate professionals	40
Clerical support workers	93
Service workers	180
Shop sales workers	307
Skilled agricultural and fishery workers	4
Craft and related workers	10
Plant and machine operators and assemblers	8
Elementary occupations	153
Others	2
Total	803

(vii) By earnings

Monthly earnings	No. of placements
Below \$4,000*	13*
\$4,000-below \$5,000	17
\$5,000-below \$6,000	18
\$6,000-below \$7,000	57
\$7,000-below \$8,000	50
\$8,000-below \$9,000	98
\$9,000-below \$10,000	133
\$10,000-below \$11,000	165
\$11,000-below \$12,000	102
\$12,000-below \$13,000	55
\$13,000-below \$14,000	36
\$14,000 or above	59
Total	803

* Placements with monthly earnings below \$4,000 were all part-time or temporary jobs.

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CONTROLLING OFFICER'S REPLY

LWB(L)103

(Question Serial No. 2278)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding occupational safety in the construction industry, would the Government advise this Committee:

- (a) of the number of industrial accidents in the construction industry in the past year, with a breakdown by type of accidents and its percentage share among all construction accidents;
- (b) of the number of inspections to construction sites conducted by the staff of the Labour Department (LD) and the number of non-compliance cases detected in the past year, with a breakdown by offence; as well as the numbers of prosecutions taken out against and suspension notices issued to contractors and related persons; and
- (c) whether the Government has formulated any new measures for 2016-17 to reduce the hazards and risks of fall of worker from height? If yes, what are the details and expenditure involved? If not, what are the reasons?

Asked by: Hon TANG Ka-piu (Member Question No. 73)

Reply:

The information sought is provided as follows:

- (a) In the first 3 quarters of 2015, there were 2 755 industrial accidents in the construction industry. A breakdown by type of accidents is provided at Annex.
- (b) In the full year of 2015, LD conducted 61 293 inspections to construction sites and issued 1 720 improvement notices. LD does not keep a breakdown of the construction site inspections by offence.

In the full year of 2015, LD took out 2 000 prosecutions and issued 776 suspension notices against construction sites. LD does not keep a breakdown of the prosecutions taken out against and suspension notices issued to contractors and related persons. A breakdown of the prosecutions by offence is tabulated below:

Offence	Total
Unsafe hoists, lifting appliances/gear, goods lifts and lifting operations	360
Unsafe machinery	55
Unsafe working at height	856
Unsafe excavation works	4
Non-provision of/not wearing personal protective equipment	377
Electrical hazards	38
Hazards caused by chemicals/gas/dust	8
Non-compliance with general duties provisions	190
Ventilation/housekeeping/noise/lighting/manual handling	21
Others (under the Factories and Industrial Undertakings Ordinance and the Occupational Safety and Health Ordinance)	91
Total	2 000

- (c) In addition to carrying out routine inspections as well as educational and publicity work, LD will intensify the following systemic preventive and enforcement measures in 2016-17 to address the hazards and risks of fall-from-height posed to construction workers:
- (i) adopting the strategy of containing risks at source by targeting systemic work risks arising from work-at-height, including enhancing liaison with major works project proponents and asking them to urge their contractors to strengthen site safety management systems in respect of high-risk processes and enhance safety audits of major works projects;
 - (ii) strengthening the analysis of underlying systemic risks of serious work-at-height accidents, instituting targeted inspections and enforcement actions, organising thematic seminars on work safety and formulating codes of practice on work safety; and
 - (iii) collaborating with trade associations, workers' unions, professional bodies, related organisations and other government departments to explore measures to enhance work-at-height safety. The measures include encouraging more contractors and workers to use standard-conforming mobile working platforms and requiring workers to use safety helmets with chin straps, so as to further protect workers' safety while working at height.

The above preventive and enforcement work focusing on occupational safety of the construction industry is an integral part of LD's work, and the expenditure involved cannot be separately identified.

**Industrial Accidents in Construction Industry in
the First 3 Quarters of 2015^a by Type of Accidents**

Type of accidents	First 3 quarters of 2015		Number of industrial fatalities in the full year of 2015
	Number of construction accidents ^b	Share of total number of construction accidents ^c	
Trapped in or between objects	122	4.4%	1
Injured whilst lifting or carrying	496	18%	0
Slip, trip or fall on same level	683	24.8%	0
Fall of person from height	278 (4)	10.1%	9
Striking against fixed or stationary object	287	10.4%	0
Striking against or struck by moving object	414	15.0%	1
Stepping on object	8	0.3%	0
Exposure to or contact with harmful substance	10	0.4%	0
Contact with electricity or electric discharge	7 (3)	0.3%	3
Trapped by collapsing or overturning object	2	0.1%	0
Struck by falling object	85 (3)	3.1%	3
Struck by moving vehicle	26	0.9%	1
Contact with moving machinery or object being machined	177	6.4%	0
Exposure to fire	5	0.2%	0
Exposure to explosion	5	0.2%	0
Injured by hand tool	87	3.2%	0
Asphyxiation	0	0%	1
Contact with hot surface or substance	16	0.6%	0
Injured by animal	1	0.04%	0
Others	46	1.7%	0
Total	2 755 (10)	100.0%	19

- Notes: (a) Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2015. The industrial accident statistics of the full year of 2015 will be released in April 2016.
- (b) Figures in brackets denote the number of industrial fatalities which has also been included in the number of accidents.
- (c) Percentages may not add up to 100% due to rounding of figures.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)104

(Question Serial No. 1790)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2016-17, the Labour Department (LD) will launch new plans, including establishing a dedicated employment information e-platform for job seekers with higher education, in particular local residents who receive higher education outside Hong Kong as well as overseas talents. In this regard, please advise this Committee of the details of the plan, the manpower required and the estimated expenditure.

Asked by: Hon James TIEN Pei-chun (Member Question No. 10)

Reply:

To strengthen employment support for persons with higher education, in particular Hong Kong students who are educated in overseas tertiary institutes, the second generation of Hong Kong emigrants who are interested in working in Hong Kong, as well as persons from overseas with higher academic/professional qualifications, LD will set up a dedicated employment information e-platform in the fourth quarter of 2016. The e-platform aims to enhance their understanding of the Hong Kong labour market as well as facilitating their search and application for suitable job openings through the new dedicated webpage. LD will collaborate with relevant bodies such as career service centres and student associations of overseas universities or colleges, and the Government's Hong Kong Economic and Trade Offices overseas to publicise the services of the dedicated employment information e-platform to persons with higher educational attainment overseas.

There will be 3 additional staff in LD to take forward the above new initiative for 3 years starting from 2016-17. The estimated expenditure for 2016-17 is \$1.35 million (excluding staff cost).

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)105

(Question Serial No. 1791)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

For 2016-17, the Labour Department (LD) plans to intensify systematic preventive and enforcement efforts to tackle fall-from-height hazards and other work hazards in the construction sector, including major works projects and renovation, maintenance, alteration and addition (RMAA) works. In this connection, would the Government advise this Committee of:

- (a) the respective numbers of fatalities relating to infrastructure projects and the public housing programme in each of the past 5 years in table form; and
- (b) the specific details, estimated operating expenses and manpower for the preventive and enforcement measures under the new plan?

Asked by: Hon James TIEN Pei-chun (Member Question No. 11)

Reply:

The information sought is provided as follows:

- (a) LD does not keep information on industrial accidents relating to infrastructure projects. The respective numbers of industrial fatalities that occurred on new works sites in the public sector and under the public housing programme in the full years from 2011 to 2015 are tabulated below:

Industrial fatalities ⁱ	2011	2012	2013	2014	2015	Total
New works sites in the public sector ⁱⁱ	7	6	7	4	6	30
New works sites under the public housing programme	0	2	1	0	2	5
Total	7	8	8	4	8	35

Notes:

- i Industrial accidents refer to injuries and deaths arising from industrial activities in industrial undertakings as defined under the Factories and Industrial Undertakings Ordinance.
- ii New works sites in the public sector include those of the Development Bureau, the Highways Department, the MTR Corporation Limited and the Airport Authority Hong Kong. New works refer to those construction sites where new development or re-development works are being carried out, including but not limited to building, piling, demolition, site formation and civil engineering works.

(b) In addition to carrying out routine inspections as well as educational and publicity work, LD will intensify the following systemic preventive and enforcement measures in 2016-17 to tackle fall-from-height hazards and other work hazards posed to workers in construction works (including major works projects and RMAA works):

- (i) containing work risks at source by targeting systemic work risks such as work-at-height, lifting operations and electrical work, including enhancing liaison with major works project proponents and asking them to urge their contractors to strengthen site safety management systems in respect of high-risk processes and enhance safety audits of major works projects;
- (ii) strengthening the analysis of underlying systemic risks of serious construction accidents, instituting targeted inspections and enforcement actions, organising thematic seminars on work safety and formulating codes of practice on work safety; and
- (iii) collaborating with trade associations, workers' unions, professional bodies, related organisations and other government departments to explore measures to enhance work-at-height safety. The measures include encouraging more contractors and workers to use standard-conforming mobile working platforms and requiring workers to use safety helmets with chin straps, so as to further protect workers' safety while working at height.

Preventive and enforcement work focusing on occupational safety of the construction industry mentioned above is an integral part of LD's ongoing work, and the manpower and expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)106

(Question Serial No. 0052)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the respective numbers of requests for assistance, complaints and reported allegations involving discrimination against trade unions received by the Labour Department (LD) in the past year (with a breakdown by type of requests for assistance/complaints/reported cases)? For these cases, were there any employers or relevant parties found to have breached the law and thus prosecuted? If yes, what were the details and the penalties? If not, what were the reasons?

Asked by: Hon WONG Kwok-kin (Member Question No. 21)

Reply:

In 2015, the total number of requests for assistance, complaints or reported allegations involving discrimination against trade unions received by LD was 9. The majority of these cases involved allegations of unlawful and unreasonable dismissals for engagement in trade union activities.

In 2015, LD initiated prosecution for a case involving suspected anti-union discrimination. The judicial proceeding of the case has not yet been concluded.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)107

(Question Serial No. 0054)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of statutory paternity leave (PL), would the Government provide the following information:

- (a) What are the number of employees who have benefited from this policy and the number of paid leave days taken since the commencement of the legislation?
- (b) What were the specific work and total expenditure involved in promoting statutory PL in 2015-16? Has the Government formulated any new publicity measures and made an estimate for 2016-17?
- (c) When will the Government review the implementation of the legislation, which has come into operation for 1 year? What are the coverage and manpower arrangement for the review?

Asked by: Hon WONG Kwok-kin (Member Question No. 18)

Reply:

The information sought is provided as follows:

- (a) Employers and employees are not required to report their PL arrangements to the Government. The Labour Department (LD) therefore does not keep the number of employees who have taken PL and the number of paid leave days taken. Nevertheless, it is roughly estimated that tens of thousands of eligible male employees might have enjoyed this employees' benefit.
- (b) Relevant publicity efforts to tie in with the implementation of statutory PL in 2015-16 included: widely distributing leaflets, displaying posters at various locations, promoting relevant messages through LD's homepage, issuing press releases,

broadcasting radio Announcement in the Public Interest, placing advertisements in the public transport network and periodicals of major employers' associations and trade union federations, organising briefings for the public, promoting relevant messages by staging roving exhibitions in different districts, and carrying out promotion through employers' network of 9 industry-based Tripartite Committees and 18 Human Resources Managers' Clubs covering various trades and industries. The total actual expenditure was about \$600,000. In 2016-17, LD will continue to publicise the stipulations of statutory PL through various channels and a range of educational and promotional activities, so as to enhance the awareness and understanding of this statutory employment benefit amongst employers, employees and related parties. The estimated expenditure is about \$400,000.

- (c) It has been one year since statutory PL came into operation. LD will review the implementation of the legislation and draw up the scope of the review. The related work will be undertaken by the existing staff of LD among their other duties. The manpower involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)108

(Question Serial No. 0109)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

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

- (a) breakdowns of part-time jobs received since September 2015 by industry and occupation; the number of job-seekers employed under EPM; and
- (b) the impact of extending the coverage of EPM to part-time jobs on expenditure?

Asked by: Hon WONG Kwok-kin (Member Question No. 19)

Reply:

The information sought is provided as follows:

- (a) As employers who place vacancies with the Labour Department are not restricted to consider middle-aged job seekers exclusively, specific statistics on part-time jobs received under EPM are not available. Since the extension of EPM to cover part-time jobs in September 2015 up to the end of December 2015, a total of 194 part-time job placements under EPM were recorded. Breakdowns of these placements by industry and occupation are provided below:

(i) By industry

Industry	No. of part-time job placements
Real estate and business services	22
Community, social and personal services	52
Manufacturing	19

Industry	No. of part-time job placements
Wholesale and retail	38
Import/export trade	17
Restaurants and hotels	32
Construction	5
Transport, storage and communications	6
Others	3
Total	194

(ii) By occupation

Occupation	No. of part-time job placements
Managers and administrators, professionals and associate professionals	8
Clerical support workers	35
Services and sales workers	71
Agricultural and fishery workers and craft and related workers	2
Plant and machine operators and assemblers	4
Elementary occupations	74
Total	194

- (b) Under EPM, employers may apply for on-the-job training allowance for a period of 3 to 6 months for each relevant employee. As EPM was extended to cover part-time jobs only in September 2015, on-the-job training for a considerable number of part-time job placements is still ongoing. The employers concerned have not yet applied for on-the-job training allowance and so the impact of the measure on expenditure in 2015-16 is not available. For 2016-17, the estimated expenditure for EPM is about \$8.4 million, of which about \$2.7 million is the estimated expenditure for the extension of EPM to part-time jobs.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)109****(Question Serial No. 0202)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide the total number of applications for payment from the Protection of Wages on Insolvency Fund (PWIF) processed in 2015, with breakdowns by industry and cause of application. Of these, how many applications were successful with payment effected? What were the amount of payment involved and its percentage share in the total number of applications?

Asked by: Hon WONG Kwok-kin (Member Question No. 36)Reply:

The information sought is provided as follows:

(a) A breakdown of the applications processed in 2015 by industry is provided below:

Industry	No. of applications processed
Construction	593
Retail trade	547
Food and beverage service activities	536
Libraries, archives, museums and other cultural activities	414
Import and export trade	320
Information technology service activities	100
Creative and performing arts activities	92
Others	625
Total	3 227

- (b) A breakdown of the applications processed by cause of application is provided below:

Cause of application [#] (Item owed)	No. of applications processed*
Wages	2 455
Wages in lieu of notice	2 195
Severance payment	537
Pay for untaken annual leave and/or untaken statutory holidays	1 499

[#] 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/her insolvent employer, he/she may apply for ex gratia payment from PWIF.

* An application may involve more than 1 item owed.

- (c) Of these, the number of applications approved was 2 894, representing 89.7% of the total number of applications processed. The amount of payment involved was \$61.6 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)110

(Question Serial No. 0203)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2016-17, apart from launching a new set of television and radio Announcements in the Public Interest (APIs), what specific work will the Government undertake to step up promotion on the importance of family-friendly employment practices (FFEP)? What is the estimated expenditure involved? Is there any plan to introduce legislation as soon as possible on the alignment of statutory holidays with general holidays at 17 days? If yes, what are the details and the timetable? If not, what are the reasons?

Asked by: Hon WONG Kwok-kin (Member Question No. 37)

Reply:

In 2016-17, apart from producing a new set of television and radio APIs to step up promotion of FFEP, the Labour Department (LD) will continue to disseminate relevant information to the community and encourage employers to adopt FFEP at workplaces through a wide range of publicity channels and various educational and promotional activities such as publications, large-scale seminars, roving exhibitions, newspaper feature articles, periodicals of major employers' associations and trade union federations, public transport network as well as regular meetings and exchanges with business executives and human resources managers. The estimated expenditure is about \$1.1 million.

The Government is aware of the labour sector's common wish to increase the number of statutory holidays on a par with that of general holidays, while the business sector in general is very concerned about the possible impact of the increase in the number of statutory holidays on employers, especially small and medium-sized enterprises which represent 98% of the enterprises in Hong Kong, and families employing over 340 000 foreign domestic helpers. In 2015, LD reported the findings of the survey conducted by the Census and Statistics Department on employees taking statutory holidays and general holidays in Hong Kong to the Labour Advisory Board (LAB) and the Legislative Council Panel on Manpower, and discussed the issue and listened to the views of members at several LAB

meetings. The issue is still under discussion by LAB. The Government will carefully consider the way forward after a consensus has been reached by LAB.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)111

(Question Serial No. 0204)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of the Employment Services Ambassador Programme for Ethnic Minorities, would the Government advise this Committee:

- (a) of the number of young people of ethnic minorities who have benefited from the Programme since its launch, with breakdowns by gender, age, ethnic origin, residential district, industry and participation status (opted out/participating/completed/others); the amount involved for providing on-the-job training; and
- (b) whether the Government has any plan to step up the promotional work and increase the quota offered under the Programme in 2016-17? If yes, what are the details and the expenditure involved? If not, what are the reasons?

Asked by: Hon WONG Kwok-kin (Member Question No. 39)

Reply:

The information sought is provided as follows:

- (a) To strengthen the employment services for ethnic minorities, the Labour Department (LD) has launched since September 2014 the Employment Services Ambassador Programme for Ethnic Minorities (ESAP), under which trainees of the Youth Employment and Training Programme who can communicate in ethnic minority languages are employed as employment services ambassadors (ESAs) for 6 months. All trainees are young people aged 15 to 24 and are assigned to work in LD's job centres or industry-based recruitment centres. Since the launch of ESAP, LD has employed 63 trainees as ethnic minority ESAs, 15 of whom have just reported for duty in March 2016 and are receiving on-the-job training. Of the remaining 48 trainees, 39 have successfully completed the six-month on-the-job training. The other 9 trainees resigned before contract expiry to take up other jobs, pursue further studies or

for health reasons. The expenditures for providing on-the-job training under ESAP were about \$0.77 million and \$1.75 million in 2014-15 and 2015-16 respectively. LD has also earmarked \$1.95 million to give them related on-the-job training in 2016-17.

The gender, ethnic origin and residential district of the 63 ethnic minority ESAs are as follows:

Ethnic origin	Male	Female	Total
Pakistani	18	32	50
Nepalese	3	2	5
Indian	2	2	4
Filipino	1	1	2
Thai	1	1	2
Total	25	38	63

Residential District				Total
Hong Kong Island	Kowloon	New Territories East	New Territories West	
5	20	8	30	63

- (b) In 2016-17, LD will continue to promote ESAP through various channels, such as LD's job centres and ethnic minority ESAs' social networks, LD's homepage, Support Service Centres for Ethnic Minorities of the Home Affairs Department, non-governmental organisations serving ethnic minorities, the Police Public Relations Branch of the Hong Kong Police Force, religious bodies, etc. LD will also take the initiative to approach ethnic minorities at their gathering places, such as religious institutions, district organisations, groceries, restaurants, etc. to promote ESAP. There is no pre-set quota on the number of ethnic minority ESAs, and LD will recruit an appropriate number of ethnic minority ESAs having regard to service demand. As the promotional work of ESAP will be carried out by existing staff through redeployment of internal resources, the expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)112

(Question Serial No. 2681)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the paternity leave (PL) for male employees, would the Government advise this Committee:

- (a) of the number of male employees in government departments who were granted PL in the past year and the expenditure involved;
- (b) whether it has compiled statistics on the number of male employees in non-government departments who were granted PL;
- (c) of details of the comments received by the Government since the implementation of the 3-day PL for male employees over a year ago;
- (d) of the expected time and details for reviewing this initiative which has been implemented for over a year?

Asked by: Dr Hon Helena WONG Pik-wan (Member Question No. 14)

Reply:

The information sought is provided as follows:

- (a) In the year from 1 October 2014 to 30 September 2015, about 3 000 PL applications from male government employees were approved. The staffing implications arising from PL were absorbed by individual bureaux/departments, and no additional resources were required.
- (b) Employers and employees in non-government sectors are not required to report their PL arrangements to the Government. The Labour Department (LD) therefore does not keep the number of employees who have taken PL. Nevertheless, it is roughly

estimated that tens of thousands of eligible male employees might have enjoyed this employees' benefit since the implementation of statutory PL.

- (c) Statutory PL has been operating smoothly since its implementation. The labour sector and the business sector have expressed different views on the number of PL days and the rate of PL pay.
- (d) It has been one year since statutory PL came into operation. LD will soon review the implementation of the legislation and draw up the scope of the review.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)113

(Question Serial No. 2684)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information:

- (a) What was the number of female staff who were granted maternity leave (ML) in the government departments in the past 5 years? What was the expenditure involved?
- (b) As ML has been implemented for more than a decade, there are views that it is necessary for the Government to conduct a review. Will the Government conduct such a review? What are the details? If such a review will not be conducted, what are the reasons? Are the reasons related to resources?

Asked by: Dr Hon Helena WONG Pik-wan (Member Question No. 19)

Reply:

The information sought is provided as follows:

- (a) A total of around 4 500 ML applications from female government employees were approved between 1 April 2012 and 30 September 2015. All bureaux/departments have been able to absorb the manpower requirements arising from the implementation of the scheme without incurring additional resources. The Civil Service Bureau did not collect data on government employees who were granted ML on a regular basis before 1 April 2012.
- (b) The existing provisions on ML under the Employment Ordinance have accorded suitable protection to pregnant employees and have struck a reasonable balance between the interests of employers and employees. In assessing the duration of ML for pregnant employees, we have to take into consideration Hong Kong's economic

development and whether there is consensus in the community on the subject. At present, the Government has no plan to conduct a review.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)114

(Question Serial No. 2408)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

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:

Under this Programme, the Government indicates that the Vocational Training Council will continue to implement the traineeship scheme for the service industries (the Scheme) in 2016-17. In this regard, would the Government please inform this Committee of the following:

- (a) the breakdown by year and industry of the number of training places, number of applicants, enrolment, enrolment rates and number of trainees completing the Scheme each year from the implementation of the Scheme till now; and
- (b) how the Government will enhance the publicity and promotion in 2016-17 to attract more persons who intend to work in the service industries to participate in the Scheme; and whether the Government will consider extending the Scheme to other service industries; if yes, the details and the industries as well as the expenditure involved; if no, the reasons?

Asked by: Hon CHAN Yuen-han (Member Question No. 50)

Reply:

The information sought is provided as follows:

- (a) A breakdown by industry of the number of places offered, enrolment and number of trainees completing the training each year since the implementation of the traineeship scheme for the service industries (the Scheme) is set out at Annex.
- (b) The Vocational Training Council (VTC) reviews the publicity of the Scheme every year and plans for the next year. In 2016-17, the following publicity and promotion for the Scheme will be conducted:

- (i) hold promotional talks and experiential workshops on relevant industries. Secondary schools and non-profit-making organisations in the territory will be invited to the events. Talks may also be held at schools in various districts to introduce the Scheme;
- (ii) participate in job fairs and education exhibitions, together with articles and advertisements in recruitment magazines, stage performances in the exhibitions and distribution of free gift to attract visitors to the booths and encourage enrolment;
- (iii) publish advertisements in free newspapers;
- (iv) produce interesting promotional video clips and information notes for posting on the Facebook page of the Scheme, and set up a Whatsapp account for enquiries;
- (v) update the promotional leaflets, posters and website of the Scheme; and
- (vi) distribute leaflets to residential estates by post, and display banners in public areas of various districts.

In the 2014/15 academic year, VTC extended the Scheme to the retail industry and the elderly care services industry. According to the assessment report of VTC in 2015, response to the Scheme for the 2 industries was lukewarm. Therefore, VTC stopped offering traineeship for these 2 industries under the Scheme from 2016 onwards, while the Scheme for the beauty care industry and hairdressing industry is not affected. VTC will maintain communications with stakeholders of different industries to explore the feasibility of extending the Scheme to other suitable industries.

Year	Industry	No. of training places offered	No. of applicants	Enrolment	Enrolment rate	No. of trainees completing the Scheme	
						QF Level 1 [#]	QF Level 2 [*]
2012-13	Beauty care	300	329	124	41%	22	12
	Hair-dressing	240	198	77	32%	13	4
2013-14	Beauty care	300	213	62	21%	30	24
	Hair-dressing	240	115	54	23%	12	7
2014-15	Beauty care	220	169	45	20%	37	15
	Hair-dressing	220	88	50	23%	28	10
	Retail	290	72	18	6%	-	-
	Elderly care services	160	25	-	-	-	-
2015-16 (as at 29 February 2016)	Beauty care	110	194	90	82%	25	23
	Hair-dressing	70	105	38	54%	17	5
	Retail	8	34	8	100%	-	12 [@]
	Elderly care services	7	46	7	100%	-	6

Trainees completed the training of Qualifications Framework (QF) Level 1, i.e. 80 hours of training courses and on-the-job training, and passed the assessment.

* Trainees completed the training of QF Level 2, i.e. 1 year of training courses and on-the-job training (including QF Level 1 courses), and passed the assessment.

@ This number of trainees completing the Scheme includes students admitted in 2014-15.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)115

(Question Serial No. 1383)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the operation of the Continuing Education Fund (CEF), will the Bureau provide the following information:

- (a) The number of reimbursable courses under CEF in 2016-17 by academic qualification to be awarded and of course domain.
- (b) The number of applications received and approved under CEF and the amount of fund disbursed in 2015-16 by course domain and academic qualification to be awarded.
- (c) Whether the Bureau has studied the need to review CEF by raising the ceiling of the amount of subsidy receivable by each applicant and extending the period of 4 years within which applicants must submit all claims as required so as to encourage young people to pursue continuing education?

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 15)

Reply:

The information sought is provided as follows:

- (a)&(b) As at 31 January 2016, there were 7 941 reimbursable courses under the Continuing Education Fund (CEF). The number of courses by course domain and by academic qualification to be awarded, numbers of application received and approved, as well as the amount of disbursement are set out in the tables below –

(i) By course domain

Course domain	Number of reimbursable courses under CEF	Number of applications received in 2015-16 (as at 31 January 2016)	Number of applications approved in 2015-16 (as at 31 January 2016)	Amount of disbursement in 2015-16 (\$ million) (as at 31 January 2016)
Business services	2 919	5 088	4 533	33.8
Creative industries	415	354	312	4.0
Design	749	2 143	1 932	10.5
Financial services	1 946	3 793	3 371	27.1
Interpersonal and intrapersonal skills for the workplace	14	49	47	0.5
Languages	587	10 504	9 701	35.8
Logistics	562	846	731	5.9
Tourism	569	900	740	4.9
Specifications of Competency Standards (Note)	180	2 132	2 000	12.2
Courses which are not reimbursable under CEF	-	102	-	-
Total	7 941	25 911	23 367	134.7

Note: The courses covered under “Specifications of Competency Standards” have adopted the specifications formulated by the Industry Training Advisory Committees of the Qualifications Framework (QF) as the basis for curriculum design. These courses may be registered under CEF since the implementation of QF in May 2008.

(ii) By academic qualification to be awarded

Academic qualification to be awarded	Number of reimbursable courses under CEF	Number of applications received in 2015-16 (as at 31 January 2016)	Number of applications approved in 2015-16 (as at 31 January 2016)	Amount of disbursement in 2015-16 (\$ million) (as at 31 January 2016)
Doctorate	1	-	-	-
Master Degree	76	113	98	0.5
Postgraduate Diploma	28	23	18	0.3
Bachelor Degree	62	124	96	0.6
Postgraduate Certificate / Postgraduate Award	7	7	7	0.01
Associate Degree	17	3	3	0.2
Advanced Diploma / Professional Diploma / Post-diploma Certificate	259	746	658	4.5
Higher Diploma	45	6	5	0.03
Diploma / Executive Diploma / Graduate Diploma	352	2 292	2 112	15.1
Associate Diploma	2	23	22	0.2
Advanced / Professional / Higher Certificate	251	537	491	3.4
Certificate / Executive Certificate / Graduate Certificate	933	6 477	5 887	37.7
Others, e.g. certificate of completion / attendance	5 908	15 458	13 970	72.2
Courses which are not reimbursable under the CEF	-	102	-	-
Total	7 941	25 911	23 367	134.74

- (c) At present, each eligible applicant may apply for reimbursement of 80% of the tuition fee for any reimbursable courses under CEF upon successful completion of the course, subject to a maximum sum of \$10,000. The applicant is required to complete the course and submit a maximum of 4 claims within 4 years from the opening date of the CEF account. The tuition fees for most of the reimbursable courses under CEF are at or below \$10,000. The maximum number of claims and the validity period have been implemented following a review conducted in 2007 on the operation of CEF.

The Government will conduct a review on CEF in 2016-17 to cater for the needs of the community. The scope of the review will include the amount and coverage of subsidies, and its application and reimbursement procedures.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)116

(Question Serial No. 1396)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

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:

Regarding the traineeship scheme implemented by the Vocational Training Council since end-2011, please provide information on the implementation of the scheme (including the number of participants and participating employers, the effectiveness assessment of the scheme) and the expenditure as well as manpower involved.

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 28)

Reply:

The Vocational Training Council (VTC) launched the traineeship scheme for the service industries (the Scheme) in end-2011 on a pilot basis. Modelling on the apprenticeship scheme, it introduced and applied the mode of training-cum-work to the beauty care industry and hairdressing industry. The Scheme was extended to the retail industry and elderly care services industry in mid-2014 to provide relevant on-the-job training and vocational education for young people, as well as continue to supply manpower for these industries. As at 29 February 2016, the accumulated number of trainees and employers having participated in the Scheme were 573 and 259 respectively.

VTC assesses the effectiveness of the Scheme every year and reviews the Scheme with stakeholders regularly through, inter alia, questionnaires to collect trainees' feedback on the courses, as well as sharing sessions for and consultation with the employers. The assessment criteria include stakeholders' satisfaction with the Scheme, whether the Scheme can alleviate the manpower shortage problem and whether the courses match with the skills required in the industries. In general, the stakeholders are satisfied with the effectiveness of the Scheme for the beauty care industry and hairdressing industry.

According to the assessment report of VTC in 2015, response to the Scheme for the retail industry and elderly care services industry was lukewarm. Therefore, VTC stopped offering traineeship for these 2 industries under the Scheme from 2016 onwards, while the Scheme for the beauty care industry and hairdressing industry is not affected.

In 2016-17, the estimated expenditure of the Scheme is about \$9.4 million, and 12 teaching and administrative staff members are involved.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1403)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Employees Retraining Board (ERB) launched the “Modular Certificates Accumulation Scheme” in 2015 to facilitate women who are not able to take full-time training courses to study. Please provide the details of the scheme, and the expenditure and staff establishment involved.

Asked by: Dr Hon CHIANG Lai-wan (Member Question No. 35)

Reply:

In 2015-16, the Employees Retaining Board (ERB) launched the “Modular Certificates Accumulation Scheme” with the “Foundation Certificate in Post-natal Care Worker Training” course on a pilot basis. Upon successful completion of 4 specified half-day or evening courses (i.e. Foundation Certificate in Post-natal Care (part-time), Foundation Certificate in Infant Care (part-time), Foundation Certificate in Personal Attributes (part-time) and Foundation Certificate in Job Search Skills (part-time)), trainees may apply to the training bodies concerned for a certificate bearing a qualification equivalent to the full-time “Foundation Certificate in Post-natal Care Worker Training” course. The scheme encourages members of the public (including women) who are not able to pursue ERB courses on a full-time basis owing to their family commitments to make flexible study arrangement and acquire recognised qualifications. The manpower and expenditure involved in the scheme are absorbed within the overall budget of ERB and cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)118

(Question Serial No. 0479)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the approval of the Employees Retraining Board for training bodies to run training courses, would the Government provide this Committee with the figures for the 4 financial years from 2013-14 to 2016-17 pertaining to the number of approved training courses and the amount of funding allocated to each training body?

Asked by: Hon Frederick FUNG Kin-kee (Member Question No. 3)

Reply:

The number of training courses approved by the Employees Retraining Board from 2013-14 to 2016-17 is at Annex I. The amount of funding allocated to each training body in the past 3 years (2013-14 to 2015-16) is at Annex II. The funding allocated to each training body depends on the successful organisation of training courses and the number of training places taken up. As details of the training courses to be organised by individual training body in 2016-17 are still being finalised, the amount of funding for each training body is not available at this stage.

(a) 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
30	Reach Profession Training Skills Development Centre	24
31	Hong Kong Electrical & Mechanical College (Evening	23

	Training body	Number of training courses approved
	School)	
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	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 Limited	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	Star Chef Management School operated by Star Chef Management School Company Limited	4
59	Knowledge Education Centre	4
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

	Training body	Number of training courses approved
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
90	Xianggang Putonghua Yanxishe	1
91	Youth Outreach	1

(b) Number of training courses approved for organisation in 2014-15:

	Training body	Number of training courses approved
1	The Hong Kong Confederation of Trade Unions	232
2	HKCT Group Limited	200
3	The Hong Kong Federation of Trade Unions	186
4	Vocational Training Council	119
5	Hong Kong Employment Development Service Limited	108
6	St. James' Settlement	99
7	Christian Action	95
8	The Federation of Hong Kong and Kowloon Labour Unions	84
9	New Territories Association Retraining Centre Limited	84
10	Yan Oi Tong Limited	80
11	KCRA Community Education Enhancement Center Limited	67
12	Caritas - Hong Kong	63
13	Hong Kong Sheng Kung Hui Lady MacLehose Centre	60
14	Hong Kong Young Women's Christian Association	57
15	The Evangelical Lutheran Church of Hongkong	57
16	Neighbourhood & Worker's Service Centre	55
17	Heung To College of Professional Studies	53
18	The Scout Association of Hong Kong - The Friends of Scouting	48
19	The Young Men's Christian Association of Hong Kong	44
20	Hong Kong Association for Democracy and People's Livelihood	40
21	S. K. H. Holy Carpenter Church Community Centre	40
22	Methodist Centre	36
23	School of Continuing and Professional Education, City University of Hong Kong	34
24	Baptist Oi Kwan Social Service	34
25	The Society of Rehabilitation and Crime Prevention, Hong Kong	31
26	Hong Kong Travel & Tourism Training Centre Limited	30
27	Vassar International Chinese Medical Society Limited	30
28	The Industrial Evangelistic Fellowship Limited	25
29	Leo Hair & Beauty Training Centre	20
30	OIWA Limited	19
31	YMCA College of Careers	18
32	Aberdeen Kai-fong Welfare Association Limited	18
33	The Hong Kong Association of Hair Design	17

	Training body	Number of training courses approved
34	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	17
35	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	17
36	Hongkong School of Commerce	16
37	Hong Kong Electrical & Mechanical College (Evening School)	14
38	Hong Kong Association of Gerontology	13
39	Eating Establishment Employees General Union	13
40	Hong Kong Federation of Women's Centres	12
41	Advanced Printing Technology Centre Limited	11
42	Hong Kong Manpower Development Centre Limited	11
43	Hong Kong Rehabilitation Power	11
44	The Hong Kong Society for Rehabilitation	11
45	Yang Memorial Methodist Social Service	11
46	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	11
47	Occupational Safety and Health Council	11
48	Royal International College	10
49	The Hong Kong Federation of Youth Groups	10
50	Hong Kong Federation of Handicapped Youth	8
51	Hong Kong Sheng Kung Hui Welfare Council Limited	8
52	Lingnan Institute of Further Education	7
53	Hong Kong Federation of Women Limited	6
54	Clothing Industry Training Authority	6
55	Hong Kong Red Cross	5
56	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	5
57	Queen Elizabeth Hospital - Hospital Authority	4
58	Hong Kong Association of Registered Tour Co-ordinators Limited	4
59	New Life Psychiatric Rehabilitation Association	4
60	The Mental Health Association of Hong Kong	3
61	Hong Kong Institute of Technology	3
62	College of Nursing, Hong Kong	3
63	New Home Association Limited	3
64	Electronic Communication Technical Staff Union	3
65	The Neighbourhood Advice-Action Council	3
66	Fu Hong Society Training Department	2

	Training body	Number of training courses approved
67	Li Fai Centre of Wushu	2
68	Hong Kong Productivity Council	2
69	Hong Kong Storehouses, Transportation & Logistics Staff Association	2
70	The Hong Kong Marble & Granite Merchants Association, Limited	2
71	Hong Kong St. John Ambulance	2
72	The Hong Kong School of Motoring Limited	2
73	Union of Hong Kong Electrical and Mechanical Engineering Assistants	2
74	Kwan Sang Catering Professional Employees Association	2
75	Kwai Chung Hospital - Hospital Authority	2
76	Princess Margaret Hospital	2
77	Asia-Pacific Institute of Ageing Studies, Lingnan University	2
78	Hospital & Clinic Nurses Association	2
79	Association for Engineering and Medical Volunteer Services	1
80	Youth Outreach	1
81	Hong Kong Workers' Health Centre Limited	1
82	School of Continuing and Professional Studies, The Chinese University of Hong Kong	1
83	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	1
84	Hong Kong Air-conditioning and Refrigerating Trades Workers General Union	1
85	HKMA College of Further Education	1
86	Hong Kong Tour Guides General Union	1
87	Monita Hair & Beauty Academy	1
88	Silence Limited	1

(c) Number of training courses approved for organisation in 2015-16 ^[Note 1] :

	Training body	Number of training courses approved
1	HKCT Group Limited	193
2	The Hong Kong Confederation of Trade Unions	181
3	The Hong Kong Federation of Trade Unions	175
4	Hong Kong Employment Development Service Limited	99
5	Vocational Training Council	96
6	Yan Oi Tong Limited	85
7	Christian Action	83
8	New Territories Association Retraining Centre Limited	74
9	The Federation of Hong Kong and Kowloon Labour Unions	71
10	KCRA Community Education Enhancement Center Limited	70
11	St. James' Settlement	69
12	Neighbourhood & Worker's Service Centre	61
13	Hong Kong Young Women's Christian Association	59
14	The Evangelical Lutheran Church of Hongkong	58
15	Hong Kong Association for Democracy and People's Livelihood	56
16	Caritas - Hong Kong	53
17	Heung To College of Professional Studies	52
18	Hong Kong Sheng Kung Hui Lady MacLehose Centre	52
19	Methodist Centre	50
20	School of Continuing and Professional Education, City University of Hong Kong	47
21	The Young Men's Christian Association of Hong Kong	43
22	Baptist Oi Kwan Social Service	41
23	The Scout Association of Hong Kong - The Friends of Scouting	40
24	S. K. H. Holy Carpenter Church Community Centre	40
25	The Society of Rehabilitation and Crime Prevention, Hong Kong	32
26	Hong Kong Federation of Women's Centres	29
27	The Industrial Evangelistic Fellowship Limited	28
28	Vassar International Chinese Medical Society Limited	25
29	YMCA College of Careers	24
30	Hong Kong Manpower Development Centre Limited	24
31	Hongkong School of Commerce	19
32	The Association of Electrical and Mechanical Engineering	19

	Training body	Number of training courses approved
	(Hong Kong) Limited	
33	Aberdeen Kai-fong Welfare Association Limited	18
34	Leo Hair & Beauty Training Centre	18
35	OIWA Limited	17
36	Royal International College	13
37	The Hong Kong Society for Rehabilitation	13
38	Hong Kong Electrical & Mechanical College (Evening School)	12
39	Hong Kong Sheng Kung Hui Welfare Council Limited	9
40	Yang Memorial Methodist Social Service	9
41	Hong Kong Federation of Handicapped Youth	8
42	New Home Association Limited	7
43	Occupational Safety and Health Council	7
44	Advanced Printing Technology Centre Limited	6
45	Hong Kong Travel & Tourism Training Centre Limited	6
46	Hong Kong Rehabilitation Power	6
47	Asia-Pacific Institute of Ageing Studies, Lingnan University	6
48	Hong Kong Federation of Women Limited	5
49	Hong Kong Association of Gerontology	5
50	The Hong Kong Federation of Youth Groups	5
51	Hong Kong Red Cross	5
52	New Life Psychiatric Rehabilitation Association	5
53	Clothing Industry Training Authority	5
54	Hong Kong St. John Ambulance	4
55	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	4
56	The Neighbourhood Advice-Action Council	4
57	Queen Elizabeth Hospital - Hospital Authority	3
58	The Mental Health Association of Hong Kong	3
59	Li Fai Centre of Wushu	2
60	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	2
61	The Hong Kong Marble & Granite Merchants Association, Limited	2
62	College of Nursing, Hong Kong	2
63	Pui Ching Academy	2
64	Haven of Hope Christian Service	2
65	Hong Kong and Kowloon Electrical Engineering and	2

	Training body	Number of training courses approved
	Appliances Trade Workers Union	
66	Kwan Sang Catering Professional Employees Association	2
67	Kwai Chung Hospital - Hospital Authority	2
68	Princess Margaret Hospital	2
69	Lingnan Institute of Further Education	2
70	Hospital & Clinic Nurses Association	2
71	Association for Engineering and Medical Volunteer Services	1
72	Star Chef Management School operated by Star Chef Management School Company Limited	1
73	Farida Hair & Beauty Education Centre	1
74	Travel Industry Council of Hong Kong	1
75	Xianggang Putonghua Yanxishe	1
76	Hong Kong Association of Registered Tour Co-ordinators Limited	1
77	The Hong Kong School of Motoring Limited	1
78	Hong Kong Tour Guides General Union	1
79	Monita Hair & Beauty Academy	1
80	Silence Limited	1

Note 1 : Figures as at February 2016.

(d) Number of training courses approved for organisation in 2016-17 ^[Note 2] :

	Training body	Number of training courses approved
1	The Hong Kong Confederation of Trade Unions	167
2	HKCT Group Limited	158
3	The Hong Kong Federation of Trade Unions	150
4	Hong Kong Employment Development Service Limited	97
5	Christian Action	92
6	Vocational Training Council	86
7	Yan Oi Tong Limited	85
8	The Federation of Hong Kong and Kowloon Labour Unions	70
9	New Territories Association Retraining Centre Limited	70
10	KCRA Community Education Enhancement Center Limited	69
11	St. James' Settlement	63
12	Caritas - Hong Kong	59
13	Hong Kong Association for Democracy and People's Livelihood	56
14	Hong Kong Sheng Kung Hui Lady MacLehose Centre	53
15	The Evangelical Lutheran Church of Hongkong	53
16	Methodist Centre	52
17	Neighbourhood & Worker's Service Centre	50
18	Hong Kong Young Women's Christian Association	49
19	Baptist Oi Kwan Social Service	47
20	Heung To College of Professional Studies	44
21	The Young Men's Christian Association of Hong Kong	41
22	Hong Kong Federation of Women's Centres	39
23	S. K. H. Holy Carpenter Church Community Centre	39
24	School of Continuing and Professional Education, City University of Hong Kong	37
25	The Scout Association of Hong Kong - The Friends of Scouting	37
26	The Society of Rehabilitation and Crime Prevention, Hong Kong	33
27	The Industrial Evangelistic Fellowship Limited	26
28	Hongkong School of Commerce	26
29	Aberdeen Kai-fong Welfare Association Limited	20
30	Vassar International Chinese Medical Society Limited	19
31	Hong Kong Electrical & Mechanical College (Evening School)	18

	Training body	Number of training courses approved
32	YMCA College of Careers	17
33	Hong Kong Manpower Development Centre Limited	17
34	Leo Hair & Beauty Training Centre	17
35	Hong Kong Travel & Tourism Training Centre Limited	15
36	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	15
37	The Hong Kong Society for Rehabilitation	13
38	OIWA Limited	13
39	Royal International College	12
40	Hong Kong Sheng Kung Hui Welfare Council Limited	10
41	Yang Memorial Methodist Social Service	8
42	New Home Association Limited	8
43	Hong Kong Rehabilitation Power	7
44	Occupational Safety and Health Council	7
45	Star Chef Management School operated by Star Chef Management School Company Limited	6
46	Hong Kong Federation of Women Limited	6
47	Advanced Printing Technology Centre Limited	5
48	Hong Kong Red Cross	5
49	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	5
50	New Life Psychiatric Rehabilitation Association	5
51	Clothing Industry Training Authority	5
52	The Neighbourhood Advice-Action Council	5
53	Queen Elizabeth Hospital - Hospital Authority	3
54	The Mental Health Association of Hong Kong	3
55	Hong Kong Association of Gerontology	3
56	Hong Kong Federation of Handicapped Youth	3
57	College of Nursing, Hong Kong	3
58	Li Fai Centre of Wushu	2
59	Xianggang Putonghua Yanxishe	2
60	Hong Kong St. John Ambulance	2
61	Haven of Hope Christian Service	2
62	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	2
63	Kwai Chung Hospital - Hospital Authority	2
64	Princess Margaret Hospital	2

	Training body	Number of training courses approved
65	Association for Engineering and Medical Volunteer Services	1
66	Farida Hair & Beauty Education Centre	1
67	Hong Kong Workers' Health Centre Limited	1
68	Hong Kong Storehouses, Transportation & Logistics Staff Association	1
69	Travel Industry Council of Hong Kong	1
70	The Hong Kong School of Motoring Limited	1
71	Hong Kong Tour Guides General Union	1
72	Kwan Sang Catering Professional Employees Association	1
73	Monita Hair & Beauty Academy	1
74	Hospital & Clinic Nurses Association	1

Note 2 : Figures as at February 2016.

(a) Funding allocated to training bodies for the organisation of training courses in 2013-14:

	Training Body	Funding (\$'000)
1	HKCT Group Limited	78,942
2	Vocational Training Council	72,748
3	Christian Action	46,329
4	The Hong Kong Confederation of Trade Unions	37,761
5	The Federation of Hong Kong and Kowloon Labour Unions	31,851
6	New Territories Association Retraining Centre Limited	30,110
7	Caritas - Hong Kong	28,720
8	Hong Kong Young Women's Christian Association	20,996
9	The Hong Kong Federation of Trade Unions	20,468
10	Hong Kong Association for Democracy and People's Livelihood	16,888
11	Hong Kong Employment Development Service Limited	15,688
12	The Evangelical Lutheran Church of Hongkong	15,267
13	Yan Oi Tong Limited	14,622
14	Heung To College of Professional Studies	13,312
15	St. James' Settlement	12,959
16	Hong Kong Sheng Kung Hui Lady MacLehose Centre	12,636
17	KCRA Community Education Enhancement Center Limited	12,559
18	Neighbourhood & Worker's Service Centre	9,847
19	Methodist Centre	9,096
20	Baptist Oi Kwan Social Service	7,653
21	S. K. H. Holy Carpenter Church Community Centre	6,409
22	The Society of Rehabilitation and Crime Prevention, Hong Kong	6,350
23	Queen Elizabeth Hospital - Hospital Authority	4,614
24	Hong Kong Red Cross	3,994
25	Vassar International Chinese Medical Society Limited	3,874
26	School of Continuing and Professional Education, City University of Hong Kong	3,793
27	Hong Kong Workers' Health Centre Limited	3,729
28	Hong Kong St. John Ambulance	3,662
29	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	3,231

	Training Body	<u>Funding</u> (\$'000)
30	The Hong Kong Society for Rehabilitation	3,127
31	The Young Men's Christian Association of Hong Kong	3,118
32	Hong Kong Federation of Women's Centres	3,017
33	The Scout Association of Hong Kong - The Friends of Scouting	2,952
34	Hong Kong Sheng Kung Hui Welfare Council Limited	2,302
35	Princess Margaret Hospital	2,054
36	Hongkong School of Commerce	1,783
37	Leo Hair & Beauty Training Centre	1,739
38	Kwai Chung Hospital - Hospital Authority	1,663
39	Yang Memorial Methodist Social Service	1,601
40	The Industrial Evangelistic Fellowship Limited	1,160
41	Hong Kong Association of Gerontology	929
42	Royal International College	927
43	College of Nursing, Hong Kong	927
44	Aberdeen Kai-fong Welfare Association Limited	835
45	YMCA College of Careers	828
46	Hong Kong Federation of Handicapped Youth	827
47	The Hong Kong Federation of Youth Groups	794
48	Hong Kong Manpower Development Centre Limited	703
49	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	568
50	Hong Kong Rehabilitation Power	551
51	Hong Kong Travel & Tourism Training Centre Limited	539
52	School of Continuing and Professional Studies, The Chinese University of Hong Kong	520
53	OIWA Limited	477
54	The Hong Kong Association of Hair Design	447
55	Knowledge Education Centre	400
56	Monita Hair & Beauty Academy	389
57	Clothing Industry Training Authority	357
58	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	345
59	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	301
60	Hospital & Clinic Nurses Association	251
61	The Hong Kong School of Motoring Limited	247
62	New Life Psychiatric Rehabilitation Association	137

	Training Body	<u>Funding</u> (\$'000)
63	The Neighbourhood Advice-Action Council	130
64	The Mental Health Association of Hong Kong	110
65	Hong Kong Electrical & Mechanical College (Evening School)	99
66	Eating Establishment Employees General Union	97
67	Hong Kong Federation of Women Limited	88
68	Lingnan Institute of Further Education	82
69	Union of Hong Kong Electrical and Mechanical Engineering Assistants	78
70	Travel Industry Council of Hong Kong	71
71	Reach Profession Training Skills Development Centre	54
72	Li Fai Centre of Wushu	54
73	Electronic Communication Technical Staff Union	53
74	The Hong Kong Marble & Granite Merchants Association, Limited	48
75	Xianggang Putonghua Yanxishe	43
76	Advanced Printing Technology Centre Limited	42
77	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	38
78	New Home Association Limited	30
79	Hong Kong Association of Registered Tour Co-ordinators Limited	23
80	Occupational Safety and Health Council	5
81	Hong Kong Air-conditioning and Refrigerating Trades Workers General Union	3
82	Jenny Beauty College	1

(b) Funding allocated to training bodies for the organisation of training courses in 2014-15:

	Training Body	Funding (\$'000)
1	HKCT Group Limited	76,896
2	Vocational Training Council	56,913
3	Christian Action	46,342
4	The Hong Kong Confederation of Trade Unions	40,555
5	The Federation of Hong Kong and Kowloon Labour Unions	33,955
6	New Territories Association Retraining Centre Limited	27,684
7	Caritas - Hong Kong	25,880
8	The Evangelical Lutheran Church of Hongkong	19,266
9	Hong Kong Young Women's Christian Association	18,591
10	Hong Kong Association for Democracy and People's Livelihood	18,393
11	Yan Oi Tong Limited	18,042
12	The Hong Kong Federation of Trade Unions	15,181
13	Hong Kong Employment Development Service Limited	14,617
14	St. James' Settlement	14,069
15	Hong Kong Sheng Kung Hui Lady MacLehose Centre	12,094
16	Heung To College of Professional Studies	11,787
17	KCRA Community Education Enhancement Center Limited	11,083
18	Neighbourhood & Worker's Service Centre	10,934
19	Baptist Oi Kwan Social Service	9,647
20	Methodist Centre	8,216
21	The Society of Rehabilitation and Crime Prevention, Hong Kong	7,253
22	Queen Elizabeth Hospital - Hospital Authority	6,216
23	S. K. H. Holy Carpenter Church Community Centre	5,946
24	Hong Kong Federation of Women's Centres	4,845
25	Hong Kong Red Cross	4,034
26	The Hong Kong Society for Rehabilitation	3,633
27	School of Continuing and Professional Education, City University of Hong Kong	3,513
28	Vassar International Chinese Medical Society Limited	3,154
29	Hong Kong Workers' Health Centre Limited	3,130
30	The Young Men's Christian Association of Hong Kong	2,976

	Training Body	<u>Funding</u> (\$'000)
31	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	2,917
32	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	2,778
33	The Scout Association of Hong Kong - The Friends of Scouting	2,443
34	Princess Margaret Hospital	2,293
35	Kwai Chung Hospital - Hospital Authority	2,126
36	Hong Kong St. John Ambulance	1,896
37	The Industrial Evangelistic Fellowship Limited	1,742
38	Hong Kong Manpower Development Centre Limited	1,713
39	Leo Hair & Beauty Training Centre	1,676
40	Hong Kong Sheng Kung Hui Welfare Council Limited	1,549
41	Yang Memorial Methodist Social Service	1,473
42	Hongkong School of Commerce	1,393
43	Aberdeen Kai-fong Welfare Association Limited	1,183
44	Royal International College	1,178
45	YMCA College of Careers	869
46	Hong Kong Federation of Handicapped Youth	651
47	Hong Kong Association of Gerontology	631
48	College of Nursing, Hong Kong	611
49	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	527
50	The Mental Health Association of Hong Kong	513
51	Hong Kong Travel & Tourism Training Centre Limited	509
52	Hong Kong Rehabilitation Power	501
53	Clothing Industry Training Authority	429
54	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	367
55	OIWA Limited	358
56	Hong Kong Electrical & Mechanical College (Evening School)	271
57	The Neighbourhood Advice-Action Council	243
58	Monita Hair & Beauty Academy	220
59	Hospital & Clinic Nurses Association	213
60	The Hong Kong Federation of Youth Groups	212
61	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	209

	Training Body	<u>Funding</u> (\$'000)
62	New Life Psychiatric Rehabilitation Association	209
63	Hong Kong Federation of Women Limited	125
64	Silence Limited	100
65	Hong Kong Association of Registered Tour Co-ordinators Limited	74
66	The Hong Kong School of Motoring Limited	73
67	School of Continuing and Professional Studies, The Chinese University of Hong Kong	61
68	Advanced Printing Technology Centre Limited	53
69	Union of Hong Kong Electrical and Mechanical Engineering Assistants	53
70	Electronic Communication Technical Staff Union	52
71	The Hong Kong Association of Hair Design	44
72	The Hong Kong Marble & Granite Merchants Association, Limited	41
73	Hong Kong Air-conditioning and Refrigerating Trades Workers General Union	38
74	Li Fai Centre of Wushu	38
75	New Home Association Limited	38
76	Asia-Pacific Institute of Ageing Studies, Lingnan University	20
77	Occupational Safety and Health Council	10
78	Eating Establishment Employees General Union	7
79	Hong Kong Tour Guides General Union	5

(c) Funding allocated to training bodies for the organisation of training courses in 2015-16^[Note 3].

	Training Body	Funding (\$'000)
1	HKCT Group Limited	78,775
2	Vocational Training Council	67,414
3	Christian Action	52,282
4	The Hong Kong Confederation of Trade Unions	48,230
5	The Federation of Hong Kong and Kowloon Labour Unions	41,685
6	New Territories Association Retraining Centre Limited	30,061
7	Caritas - Hong Kong	29,447
8	The Evangelical Lutheran Church of Hongkong	23,774
9	Hong Kong Young Women's Christian Association	23,598
10	Yan Oi Tong Limited	23,127
11	Hong Kong Association for Democracy and People's Livelihood	22,513
12	The Hong Kong Federation of Trade Unions	16,942
13	Hong Kong Employment Development Service Limited	15,329
14	St. James' Settlement	14,256
15	Heung To College of Professional Studies	13,814
16	Hong Kong Sheng Kung Hui Lady MacLehose Centre	13,520
17	Neighbourhood & Worker's Service Centre	13,240
18	KCRA Community Education Enhancement Center Limited	13,026
19	Baptist Oi Kwan Social Service	12,837
20	Methodist Centre	10,878
21	The Society of Rehabilitation and Crime Prevention, Hong Kong	7,853
22	Hong Kong Federation of Women's Centres	6,983
23	S. K. H. Holy Carpenter Church Community Centre	5,547
24	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	4,893
25	Hong Kong Red Cross	4,709
26	Hong Kong Manpower Development Centre Limited	4,339
27	Queen Elizabeth Hospital - Hospital Authority	4,136
28	The Young Men's Christian Association of Hong Kong	4,057
29	The Hong Kong Society for Rehabilitation	3,685
30	School of Continuing and Professional Education, City	3,637

	Training Body	Funding (\$'000)
	University of Hong Kong	
31	Hong Kong St. John Ambulance	2,827
32	Vassar International Chinese Medical Society Limited	2,775
33	The Scout Association of Hong Kong - The Friends of Scouting	2,740
34	Leo Hair & Beauty Training Centre	2,565
35	Hong Kong Sheng Kung Hui Welfare Council Limited	1,829
36	Hongkong School of Commerce	1,793
37	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	1,732
38	Kwai Chung Hospital - Hospital Authority	1,644
39	Aberdeen Kai-fong Welfare Association Limited	1,595
40	Yang Memorial Methodist Social Service	1,584
41	Princess Margaret Hospital	1,576
42	The Industrial Evangelistic Fellowship Limited	1,176
43	Royal International College	1,111
44	Hong Kong Electrical & Mechanical College (Evening School)	820
45	Hong Kong Federation of Handicapped Youth	604
46	Hong Kong Rehabilitation Power	567
47	Hong Kong Travel & Tourism Training Centre Limited	555
48	College of Nursing, Hong Kong	554
49	YMCA College of Careers	553
50	The Neighbourhood Advice-Action Council	349
51	OIWA Limited	294
52	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	271
53	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	267
54	Hong Kong Federation of Women Limited	257
55	Star Chef Management School operated by Star Chef Management School Company Limited	209
56	Hong Kong Association of Gerontology	199
57	The Hong Kong Federation of Youth Groups	195
58	Clothing Industry Training Authority	168
59	New Life Psychiatric Rehabilitation Association	150
60	Advanced Printing Technology Centre Limited	141
61	Asia-Pacific Institute of Ageing Studies, Lingnan	134

	Training Body	<u>Funding</u> (\$'000)
	University	
62	Haven of Hope Christian Service	132
63	Li Fai Centre of Wushu	109
64	New Home Association Limited	93
65	The Mental Health Association of Hong Kong	89
66	The Hong Kong School of Motoring Limited	89
67	Hospital & Clinic Nurses Association	64
68	The Hong Kong Marble & Granite Merchants Association, Limited	35
69	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	28
70	Hong Kong Tour Guides General Union	14
71	Occupational Safety and Health Council	6

Note 3: The figures are estimated as at February 2016.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)119

(Question Serial No. 0385)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

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:

As regards the Apprenticeship Ordinance (the Ordinance), would the Government inform this Committee of:

- (1) the trades currently specified under the Ordinance;
- (2) the number of apprentices registered under the designated trades in the past 3 years;
- (3) the number of apprentices taking courses in various trades in the past 3 years; and
- (4) as the Ordinance has been implemented for many years, will the Government conduct a review of it? If not, what are the reasons?

Asked by: Hon Albert HO Chun-yan (Member Question No. 24)

Reply:

The information sought is provided as follows:

- (1) and (2) There are 45 designated trades specified under the Apprenticeship Ordinance (Cap. 47) (the Ordinance). It is stipulated in the Ordinance that an employer employing a young person aged between 14 and under 19 in a designated trade must enter into an apprenticeship contract with the young person and register the contract with the Director of Apprenticeship. According to the Ordinance, a person who is aged 19 or above or who is employed in a non-designated trade may also enter into a registered apprenticeship contract with the employer and register the contract voluntarily. Table 1 sets out the number of registered apprentices in each designated trade in the past 3 years (i.e. 2013-14, 2014-15 and 2015-16).
- (3) Table 2 sets out the total number of registered apprentices in each sector (including designated and non-designated trades) in the past 3 years (i.e. 2013-14, 2014-15 and 2015-16).
- (4) The Government launched the Pilot Training and Support Scheme (the

Scheme) through the Vocational Training Council (VTC) in academic year 2014/15 under the framework of the Ordinance to enhance the existing Apprenticeship Scheme. Through integration of workplace and school training, the Scheme enables students to acquire career-related skills and knowledge, and helps them better understand their career and study progression pathways. Given positive response from participating trainees and employers, the Government will extend the Scheme to benefit new entrants to the VTC in academic years 2016/17 and 2017/18, raising the total number of student beneficiaries to 4 000.

The Government has no plan to review the Ordinance at this stage.

Table 1

Designated Trade	No. of Registered Apprentices		
	2013-14	2014-15	2015-16
Audio-Visual and Radio-Frequency Mechanic	-	-	6
Bookbinder	1	1	1
Building Services Mechanic	148	173	180
Cable Jointer (Power)	21	26	25
Carpenter/Joiner	2	1	-
Construction Plant Mechanic	91	105	115
Electrical Appliances Service Mechanic	7	8	10
Electrical Fitter	48	64	66
Electrician	509	531	522
Gas Utilisation Fitter	42	50	58
Goldsmith (K-gold)	3	2	1
Instrument Mechanic	-	1	1
Lift Electrician	186	243	379
Lift Mechanic	6	1	1
Mould and Die Maker and Repairer	-	5	6
Machinist	4	-	-
Overhead Linesman	20	14	17
Painter/Decorator/Sign Writer	-	2	6
Bricklayer/Plasterer/Tiler	-	1	1
Plumber	16	28	34
Precious Stone Setter	2	2	1
Printing Machine Operator (Letterpress)	1	-	-
Refrigeration/Air-conditioning Mechanic	339	389	426
Textile Mechanic	1	-	-
Vehicle Body Repairer/Builder	44	55	59
Vehicle Electrician	86	86	87
Vehicle Mechanic	324	413	406
Vehicle Painter	15	28	19

Designated Trade	No. of Registered Apprentices		
	2013-14	2014-15	2015-16
Wood Furniture Maker	No registered apprentice for these designated trades in the past 3 years		
Tool and Die Maker			
Goldsmith (Fine-gold)			
Metal Furniture Maker			
Offset Litho Plate-Maker			
Hotel Cook (Western Style)			
Repairman (Electronics Manufacturing)			
Knitting Machine Mechanic			
Compositor			
Radio/Television Mechanic			
Bamboo Scaffolder			
Clothing Machine Mechanic			
Process Camera Operator			
Printing Machine Operator (Offset Litho)			
Painter/Decorator (Furniture)			
Vehicle Panel Beater/Body Builder			
Fitter			
Total:	1 916	2 229	2 427

Note: The figures in 2013-14 to 2014-15 mentioned in this reply are figures as at the end date of that financial year (i.e. 31 March); the figures in 2015-16 are figures as at 29 February 2016.

Table 2

Sector	No. of Registered Apprentices (including designated and non-designated trades)		
	2013-14	2014-15	2015-16
Aircraft	87	153	203
Automobile	497	646	640
Construction	1 401	1 484	1 415
Electrical	899	966	978
Electronic	105	123	129
Gas	62	70	81
Jewellery	10	14	5
Lift and Escalator	205	254	411
Mechanical	249	314	359
Plastics	5	12	10
Printing	34	39	32
Air-conditioning	466	511	550
Ship Repair	-	1	2
Textile Clothing	1	-	-
Total:	4 021	4 587	4 815

Note: The figures in 2013-14 to 2014-15 mentioned in this reply are figures as at the end date of that financial year (i.e. 31 March); the figures in 2015-16 are figures as at 29 February 2016.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)120

(Question Serial No. 2574)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

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:

Regarding the implementation of the Apprenticeship Ordinance (Cap. 47) (the Ordinance), would the Government please advise this Committee on:

- (a) the number of employers participating in the Apprenticeship Scheme and that of registered apprentices in 2014-15 and 2015-16 respectively (with breakdowns by designated trade and non-designated trade);
- (b) the number of registered apprentices in all the designated trades under the Ordinance up to now (with breakdowns by gender, age and trade);
- (c) the number of non-designated trades participating in the Apprenticeship Scheme under the Ordinance up to now and the number of apprentices involved (with breakdowns by gender, age and trade);
- (d) the number of apprentices who have completed training under the Apprenticeship Scheme in 2014-15 and 2015-16; the number of apprentices who continued to work in their original trades and their percentage share in the total number of apprentices in employment; and
- (e) will the Government set aside funds in 2016-17 for reviewing the implementation and applicability of the Ordinance; if yes, the details and timetable of the review; if not, the reasons for that?

Asked by: Hon KWOK Wai-keung (Member Question No. 50)

Reply:

The information sought is provided as follows:

- (a) The number of employers participating in the Apprenticeship Scheme and the number of registered apprentices in 2014-15 and 2015-16[@] are as follows:

	No. of Employers	No. of Apprentices		
		Designated Trades	Non-designated Trades	Total
2014-15	621	2 229	2 358	4 587
2015-16	606	2 427	2 388	4 815

[@] The figures in 2014-15 mentioned in this reply are figures as at 31 March 2015; the figures in 2015-16 are figures as at 29 February 2016.

- (b) As at 29 February 2016, there were 2 427 registered apprentices in the designated trades. Breakdowns by gender and by age are provided in the following 2 tables:

By gender

	Designated Trades	Male	Female
1	Audio-Visual and Radio-Frequency Mechanic	5	1
2	Bookbinder	1	
3	Building Services Mechanic	178	2
4	Cable Jointer (Power)	25	
5	Construction Plant Mechanic	115	
6	Electrical Appliances Service Mechanic	10	
7	Electrical Fitter	66	
8	Electrician	522	
9	Gas Utilisation Fitter	58	
10	Goldsmith (K-gold)	1	
11	Instrument Mechanic	1	
12	Lift Electrician	379	
13	Lift Mechanic	1	
14	Mould and Die Maker and Repairer	6	
15	Overhead Linesman	17	
16	Painter/Decorator/Sign Writer	6	
17	Bricklayer/Plasterer/Tiler	1	
18	Plumber	34	
19	Precious Stone Setter	1	
20	Refrigeration/Air-conditioning Mechanic	425	1
21	Vehicle Body Repairer/Builder	59	
22	Vehicle Electrician	86	1
23	Vehicle Mechanic	405	1
24	Vehicle Painter	19	
Sub-total		2 421	6
Total		2 427	

By age*

Age	No. of Registered Apprentices in Designated Trades
14 to under 19	840
19 or above	1 587
Total	2 427

* At present, there are 45 trades specified to be designated trades under the Apprenticeship Ordinance. A young person aged between 14 and under 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 aged 19 or above in designated trades.

- (c) As at 29 February 2016, there were 68 non-designated trades with 2 388 registered apprentices[#]. Their distribution by trade and gender, and by age is listed in the 2 tables below:

By gender

	Non-designated Trades	Male	Female
1	Air-conditioning Technician	8	
2	Aircraft Maintenance Mechanic	183	19
3	Aircraft Painting Mechanic	1	
4	Assistant Jewellery Designer	1	
5	Assistant Jewellery Production Designer		2
6	Assistant Watch Technical Officer	8	1
7	Building Services Assistant	1	
8	Building Services Craftsman	2	
9	Building Services Technician	224	4
10	Communication System Mechanic	7	1
11	Construction Assistant	7	
12	Construction Materials Testing Technician	13	8
13	Construction Technician	618	20
14	Craft Apprentice (Air-conditioning)	58	
15	Craft Apprentice (Electrical)	98	3
16	Craft Apprentice (Electronics)	15	1
17	Craft Apprentice (Mechanical)	120	4
18	Craft Apprentice (Vehicle)	17	
19	Craft Apprentice (Waterworks)	11	
20	Desktop Publishing (DTP) System Operator	1	
21	Electrical Engineering Technician	145	

	Non-designated Trades	Male	Female
22	Electronics Craftsman	6	
23	Electronics Technician	33	4
24	Engineering Assistant (Plastic Production)	4	
25	Engineering Assistant (Air-Conditioning)	2	
26	Engineering Assistant (Building Services)	6	
27	Engineering Assistant (Electrical)	14	
28	Fire Service Mechanic	38	
29	Fire Service Technician	1	
30	Gas Network Fitter	23	
31	Graphic Designer		9
32	Graphic Designer Assistant (Printing)		2
33	Industrial Vehicle Mechanic	2	
34	Leveller	2	
35	Lift Control Mechanic	14	
36	Lift Technician	31	
37	Marine Pipe Worker	1	
38	Mason	1	
39	Mechanical Engineering Technician	67	
40	Mechanical Fitter	113	1
41	Media Publishing Co-ordinator	4	3
42	Metal Worker	7	
43	Permanent Way Mechanic	50	
44	Pipe Fitter	1	
45	Production Controller Assistant (Printing)	3	1
46	Production Planner (Printing)	2	5
47	Production Planner Assistant (Printing)		1
48	Quantity Surveying Assistant	1	
49	Quantity Surveying Technician	78	28
50	Refrigeration/Air-conditioning Technician	16	1
51	Security and Telecommunication System Mechanic	5	
52	Steel Fabricator	8	
53	Stone Renovation and Care Worker	1	
54	Technical Assistant (Building Services)	1	
55	Technical Assistant (Electrical)	8	
56	Technical Assistant (Electronics)	4	
57	Technical Assistant (Security Systems)	4	
58	Technician Apprentice (Air Conditioning)	10	
59	Technician Apprentice (Building Services)	1	1

	Non-designated Trades	Male	Female
	Coordination)		
60	Technician Apprentice (Building Services)	28	1
61	Technician Apprentice (Electrical)	24	
62	Technician Apprentice (Electronics)	28	
63	Technician Apprentice (Mechanical)	33	
64	Technician Apprentice (Vehicle)	8	
65	Technician Trainee (Clock)	1	
66	Vehicle Technician	41	1
67	Ventilation System Mechanic	1	
68	Welder	3	
Sub-total		2 267	121
Total		2 388	

Apprentices in trades not specified as designated trades (non-designated trades) are registered on a voluntary basis.

By age

Age	No. of Registered Apprentices in Non-designated Trades
14 to under 19	325
19 or above	2 063
Total	2 388

- (d) In 2014-15 and 2015-16, the numbers of people who have completed the Apprenticeship Scheme are as follows:

Year	No. of People Who Have Completed the Apprenticeship Scheme
2014-15	727
2015-16	768

The Vocational Training Council (VTC) conducts an annual survey of 200 randomly-selected apprentices who have completed the apprenticeship training in the previous financial year. Data collected from the surveys conducted in 2014-15 and 2015-16, including the numbers of apprentices in employment and those who continued to work in their original trades as well as their percentage share in the total number of apprentices in employment, are given below:

Survey Year	No. of Apprentices Responding to the Annual Survey	No. of Apprentices in Employment	No. of Apprentices Continuing to Work in Original Trades	Percentage
2014-15	197	195	194	99.5%
2015-16	189	188	185	98.4%

- (e) The Government launched the Pilot Training and Support Scheme (the Scheme) through the VTC in academic year 2014/15 under the framework of the Apprenticeship Ordinance to enhance the existing Apprenticeship Scheme. Through integration of workplace and school training, the Scheme enables students to acquire career-related skills and knowledge, and helps them better understand their career and study progression pathways. Given positive response from participating trainees and employers, the Government will extend the Scheme to benefit new entrants to the VTC in academic years 2016/17 and 2017/18, raising the total number of student beneficiaries to 4 000. The Government has no plan to review the Ordinance at this stage.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)121

(Question Serial No. 2575)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

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:

Regarding the implementation of the Modern Apprenticeship Scheme (the Scheme), please provide the following information:

- (a) A breakdown, by gender, age and sector, of the number of apprentices joining the Scheme per year for the past 3 academic years. How many apprentices completed the Scheme and remained in the original sectors? What is the proportion of these apprentices?
- (b) Will the Government consider increasing the number of sectors covered by the Scheme and enhancing its promotion and publicity efforts in 2016-17 so as to attract more young people to join? If yes, what are the details and the expenditure involved? If no, what are the reasons?

Asked by: Hon KWOK Wai-keung (Member Question No. 51)

Reply:

The information sought is provided as follows:

The breakdown of the number of apprentices (by gender, age and sector) joining the Modern Apprenticeship Scheme (the Scheme) in the 2013/14 academic year and their employment situation is provided in the table below.

Modern Apprenticeship Scheme	Apprentices			Employment Situation [#]	
	Gender	Male	Female	Completed the training	
Bakery & Pastry	Aged 15-20 [@]	31	12	Remaining in the original sector	40
	Aged 21-24	12	6	Percentage of those remaining in the original sector	78%
	Total	61			
Western Cuisine	Gender	Male	Female	Completed the training	7
	Aged 15-20 [@]	7	3	Remaining in the original sector	7
	Aged 21-24	3	0	Percentage of those remaining in the original sector	100%
	Total	13			
Electronics & Information Technology	Gender	Male	Female	Completed the training	7
	Aged 15-20 [@]	6	1	Remaining in the original sector	7
	Aged 21-24	4	1	Percentage of those remaining in the original sector	100%
	Total	12			

[@] The training for apprentices aged 15-20 was funded under the Manpower Development Scheme of the Employees Retraining Board. The training for the remaining apprentices was funded by the Labour and Welfare Bureau.

[#] The Scheme provided job placement and follow-up services for 6-9 months for apprentices after their completion of training. The above table sets out the employment data of the apprentices collected at the end of the placement service.

The Vocational Training Council (VTC) reviewed various youth employment training programmes including the Scheme in the 2014/15 academic year. Due to the reduced number of target students of the Scheme and the availability of other employment training programmes, the number of enrolment of the Scheme was continuously at a low level. No course was offered in the 2014/15 academic year because of insufficient applicants. VTC stopped running the Scheme starting from the 2015/16 academic year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)122

(Question Serial No. 2271)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Matters Requiring Special Attention in 2016-17 that operation of the Continuing Education Fund will be monitored.

- (1) Will the Government inform this Committee of the number of staff deployed by the Office of the Continuing Education Fund in 2015-16 for conducting surprise inspections, the number of surprise inspections conducted, the course providers inspected and the expenditure on manpower incurred for the year?
- (2) On verification of students' attendance records, course assessment results and applications for course fee reimbursement, how many cases were found to be in breach of the conditions of approval, such as improper marketing behaviour? In respect of the course providers implicated, what are the types of courses offered, the sum involved and the number of students affected? How many of their courses were cancelled? How many cases required formal investigation by law enforcement agencies?

Asked by: Hon Martin LIAO Cheung-kong (Member Question No. 48)

Reply:

The information sought is provided as follows:

- (1) Information concerning the surprise inspections of course providers conducted by the Office of the Continuing Education Fund (OCEF) in 2015-16 (as at 31 January 2016), including the number of staff deployed, the number of inspections conducted, the number of course providers involved and the manpower expenditure incurred, is provided below –

	2015-16 (as at 31 January 2016)
Number of staff deployed	4
Number of inspections conducted	211
Number of course providers involved	88
Manpower expenditure incurred (\$ million)	1.06

The course providers inspected by OCEF are listed at Annex.

- (2) Among the surprise inspections conducted in 2015-16 (as at 31 January 2016), OCEF found that 56 cases were in breach of the terms and conditions of the Continuing Education Fund. The types of courses involved include business services, design, financial services, languages, logistics, tourism and specification of competency standards. The non-compliance involved in these cases included improper record keeping, miscalculation of marks, tutors' failure to sign on and verify attendance records, and inaccurate records of course completion date, etc. No element of fraud was observed. While OCEF has issued warnings to the course providers concerned, none of the cases required course cancellation or referral to law enforcement agencies for formal investigation. These cases involved a total of 533 students and reimbursement claim of \$3.86 million. OCEF has made reimbursement to the students concerned after verification of their eligibility.

**List of course providers inspected by the Office of the Continuing Education Fund in 2015-16
(as at 31 January 2016)**

	Name of Course Provider
1	ABRS MANAGEMENT AND TECHNOLOGY CENTER
2	ADVANCED CONTEMPORARY EDUCATION CENTRE
3	ALLIANCE FRANCAISE DE HONG KONG
4	AMERICAN CANADIAN APPROACH EDUCATION CENTER
5	ASIA PROFESSIONAL TRAINING INSTITUTE LIMITED
6	ASIAN GEMMOLOGICAL INSTITUTE & LABORATORY LIMITED
7	ASTON INSTITUTE
8	BARON'S SCHOOL OF MUSIC LIMITED
9	BRIGHTEN YOUTH EDUCATION CENTRE
10	BUSINESS PLUS INTERNATIONAL LIMITED
11	CARITAS BIANCHI COLLEGE OF CAREERS
12	CARITAS INSTITUTE OF COMMUNITY EDUCATION
13	CMM MONITA ACADEMY LIMITED
14	COMPUTER ACADEMY
15	COMPUTER POWER EDUCATION CENTER
16	DAI-ICHI JAPANESE LANGUAGE AND CULTURE SCHOOL
17	DIRECT EDUCATION CENTRE
18	ELITE MAKEUP
19	ET BUSINESS COLLEGE
20	FACTORPLUS INTERNATIONAL ACADEMY
21	FARIDA HAIR & BEAUTY EDUCATION CENTRE
22	FEVA WORKS IT EDUCATION CENTRE
23	FIRST INSTITUTE OF ART AND DESIGN
24	FQ COACHING LIMITED
25	FRENCH INSTITUTES BEAUTY ACADEMY
26	FTU EMPLOYMENT DEVELOPMENT SERVICE LIMITED
27	HKBHA ACADEMY
28	HONG KONG COMMUNICATION ART CENTRE
29	HONG KONG COMPUTER INSTITUTE
30	HONG KONG CUSTOMER SERVICE CONSORTIUM LIMITED
31	HONG KONG DYNAMICS DESIGN
32	HONG KONG ECOTOURISM & TRAVELS PROFESSIONAL TRAINING CENTRE
33	HONG KONG EFFECTIVE CAREERS INSTITUTE
34	HONG KONG EMPLOYMENT DEVELOPMENT SERVICE LIMITED
35	HONG KONG M.C. ASSOCIATION LIMITED
36	HONG KONG PRODUCTIVITY COUNCIL
37	HONG KONG PROFESSIONAL PUTONGHUA SCHOOL
38	HONG KONG SCHOOL OF COMMERCE
39	HONG KONG SCHOOL OF DESIGN
40	H.K.S.K.H. LADY MACLEHOSE CENTRE INTEGRATED CAREER DEVELOPMENT SERVICE
41	HONG KONG TRAVEL AND TOURISM TRAINING CENTRE LIMITED
42	HOPKINS EDUCATION CENTER
43	HORNINGTON SCHOOL
44	INFORMATICS EDUCATION (HK) LIMITED

	Name of Course Provider
45	INSTITUTE OF ADVANCED LEARNING
46	INTEGRAL SPIRITUAL PSYCHOLOGY TRAINING INSTITUTE LIMITED
47	INTER-PRO BEAUTY ARCHITECT SCHOOL LIMITED
48	JENNY BEAUTY COLLEGE
49	KAPLAN FINANCIAL (HK) LIMITED
50	KAPLAN HIGHER EDUCATION (HK) LIMITED
51	KCRA COMMUNITY EDUCATION ENHANCEMENT CENTER LIMITED
52	KORNERSTONE LIMITED
53	MAGNA EDUCATION CENTER (KOWLOON)
54	MARIA COLLEGE
55	MEC INTERNATIONAL (HK) LIMITED
56	MIDLAND UNIVERSITY LIMITED
57	MODE OF DESIGN ALLIANCE
58	NIKKEI JAPANESE LANGUAGE SCHOOL
59	PASONA EDUCATION CO LIMITED
60	PETER F. DRUCKER ACADEMY LIMITED
61	PIVOT POINT COLLEGE HONG KONG
62	PROFESSIONAL SCHOOL OF ENNEAGRAM LIMITED
63	RDI MANAGEMENT LEARNING LTD
64	REP EDUCATION CENTER
65	ROYAL BRISBANE INTERNATIONAL COLLEGE (HONG KONG)
66	ROYAL INTERNATIONAL COLLEGE
67	SARA BEATTIE COLLEGE
68	SGS HONG KONG LIMITED
69	SINO COLLEGE
70	SIX SIGMA INSTITUTE LIMITED
71	ST JAMES' SETTLEMENT CONTINUED EDUCATION CENTER
72	STAR CHEF MANAGEMENT SCHOOL
73	SUNGLEE KOREAN LANGUAGE SCHOOL
74	SYSTEMATIC COMPUTER EDUCATION CENTRE
75	THE ASSOCIATION OF ELECTRICAL AND MECHANICAL ENGINEERING (HONG KONG) LIMITED
76	THE HONG KONG ASSOCIATION OF HAIR DESIGN
77	THE HONG KONG FEDERATION OF TRADE UNIONS OCCUPATIONAL RETRAINING CENTER LIMITED
78	THE HONG KONG MANAGEMENT ASSOCIATION
79	THE INVESTOPEDIA INSTITUTE OF HONG KONG LIMITED
80	THE LIFE UNDERWRITERS ASSOCIATION OF HONG KONG LIMITED
81	T-NAIL ACADEMY
82	TODAIMAE LANGUAGE CENTRE
83	TOKYOU JAPANESE EDUCATION CENTRE
84	TOUCH UP PRODUCTION LIMITED
85	UNISOFT EDUCATION CENTRE
86	WELKIN COMPUTER TRAINING
87	WELKIN PROFESSIONAL DEVELOPMENT & TRAINING
88	YMCA COLLEGE OF CONTINUING EDUCATION

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0343)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Financial Secretary said that a pilot scheme would be implemented to provide tuition fee subsidy for three cohorts of students admitted to designated professional part-time programmes offered by the Vocational Training Council starting from the next academic year, and that programmes in the disciplines of construction, engineering and technology would be covered.

In this connection, in order to encourage continuing education, will the Government also review the application conditions of the Continuing Education Fund, including raising the reimbursement ceiling from HK\$10,000 to, say, HK\$25,000, and adding courses in professional disciplines such as engineering and technology to the Reimbursable Course List? If yes, the details; if not, the reasons.

Asked by: Ir Dr Hon LO Wai-kwok (Member Question No. 3)

Reply:

The Government will conduct a review on the Continuing Education Fund in 2016-17 to cater for the needs of the community. The scope of the review will include the amount and coverage of subsidies, and its application and reimbursement procedures.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)124

(Question Serial No. 1718)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

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:

The estimated subvention to the Vocational Training Council (Vocational Training) for 2016-17 is 1.3% less than the original estimate for 2015-16. Regarding the reduction in estimate, please list the areas involved and the reasons.

Asked by: Hon POON Siu-ping (Member Question No. 18)

Reply:

The estimated subvention to the Vocational Training Council (Vocational Training) for 2016-17 is 1.3% less than the original estimate for 2015-16 mainly due to the reduced number of planned training places under the traineeship scheme for the service industries in 2016-17.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3214)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the operation of the Continuing Education Fund (CEF), would the Government provide this Committee with the following information?

- (a) Details on the number of CEF beneficiaries and amount of subsidies in the past 2 years, with a breakdown by age group, academic qualification to be awarded and course domain.
- (b) The measures and expenditure pertaining to the publicity and promotion of CEF in the past 2 years; and the estimated expenditure for 2016-17.
- (c) Whether an increase of CEF subsidy ceiling will be considered; if yes, the details; if not; the reasons.

Asked by: Hon Michael TIEN Puk-sun (Member Question No. 51)

Reply:

The information sought is provided as follows:

- (a) A detailed breakdown of the number of beneficiaries of the Continuing Education Fund (CEF) and the amount of subsidies disbursed in the past 2 years by age group, academic qualification to be awarded and course domain is provided at Annex.
- (b) The Government encourages members of the public to apply for CEF through various publicity channels, such as the website of the Office of the Continuing Education Fund and CEF course providers. The expenditure pertaining to the publicity and promotion of CEF in 2014-15 and 2015-16 (as at 31 January 2016) was \$120,000 and \$210,000 respectively. The estimated expenditure for 2016-17 is \$150,000.

- (c) At present, each CEF applicant may apply for reimbursement of 80% of the tuition fees for any reimbursable courses under CEF upon successful completion of the course, subject to a maximum sum of \$10,000. The tuition fees for most of the reimbursable courses under CEF are at or below \$10,000.

The Government will conduct a review on CEF in 2016-17 to cater for the needs of the community. The scope of the review will include the amount and coverage of subsidies, and its application and reimbursement procedures.

**Breakdown of the Number of Beneficiaries of the Continuing Education Fund and
the Amount of Subsidies Disbursed
by Age Group and Academic Qualification to be Awarded**

2014-15:

	Age Group [#]								Total	
	18-29		30-39		40-49		50-65			
Academic qualification to be awarded	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)
Doctorate	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Master Degree	58	0.5	33	0.3	19	0.1	3	0.03	113	0.93
Postgraduate Diploma	19	0.1	12	0.1	4	0.04	3	0.03	38	0.27
Bachelor Degree	135	1.3	20	0.2	2	0.02	2	0.02	159	1.54
Postgraduate Certificate / Postgraduate Award	5	0.05	4	0.04	1	0.01	0	0.0	10	0.1
Associate Degree	26	0.2	0	0.0	1	0.01	0	0.0	27	0.21
Advanced Diploma / Professional Diploma / Post-diploma Certificate	26	0.2	0	0.0	1	0.01	0	0.0	27	0.21
Higher Diploma	310	3.0	226	2.2	90	0.9	38	0.3	664	6.4
Diploma / Executive Diploma / Graduate Diploma	1 310	11.2	421	3.68	306	2.7	157	1.4	2 194	18.98
Associate Diploma	15	0.15	18	0.18	2	0.01	2	0.02	37	0.36
Advanced / Professional / Higher Certificate	331	2.5	193	1.4	136	0.9	127	0.8	787	5.6
Certificate / Executive Certificate / Graduate Certificate	3 653	25.0	1 779	11.3	1 199	6.9	811	4.2	7 442	47.4
Others, e.g. certificate of completion / attendance	11 470	60.2	3 829	18.9	1 585	8.9	828	5.3	17 712	93.3
Total	17 358	104.4	6 535	38.3	3 346	20.5	1 971	12.1	29 210	175.3

2015-16 (as at 31 January 2016):

	Age Group [#]								Total	
	18-29		30-39		40-49		50-65			
Academic qualification to be awarded	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)
Doctorate	0	0	0	0	0	0	0	0	0	0
Master Degree	30	0.3	11	0.1	10	0.1	3	0.02	54	0.52
Postgraduate Diploma	20	0.2	10	0.1	2	0.02	2	0.02	34	0.34
Bachelor Degree	50	0.5	16	0.1	0	0	0	0	66	0.6
Postgraduate Certificate / Postgraduate Award	0	0	0	0	1	0.01	0	0	1	0.01
Associate Degree	20	0.2	0	0	0	0	0	0	20	0.2
Advanced Diploma / Professional Diploma / Post-diploma Certificate	210	2.1	163	1.6	60	0.55	25	0.15	458	4.4
Higher Diploma	5	0.05	0	0	0	0	0	0	5	0.05
Diploma / Executive Diploma / Graduate Diploma	1 048	9.3	352	3.1	191	1.7	140	1	1 731	15.1
Associate Diploma	10	0.1	12	0.1	3	0.02	1	0.01	26	0.23
Advanced / Professional / Higher Certificate	187	1.5	114	0.9	93	0.6	70	0.4	464	3.4
Certificate / Executive Certificate / Graduate Certificate	2 810	20.4	1 285	8.5	860	5	633	3.8	5 588	37.7
Others, e.g. certificate of completion / attendance	9 119	46.15	2 974	14	1 360	7	823	5	14 276	72.15
Total	13 509	80.8	4 937	28.5	2 580	15.0	1 697	10.4	22 723	134.7

[#] Hong Kong residents aged between 18 and 65 are eligible to apply for subsidies from CEF.

**Breakdown of the Number of Beneficiaries of the Continuing Education Fund and
the Amount of Subsidies Disbursed by Age Group and Course Domain**

2014-15:

	Age Group [#]								Total	
	18-29		30-39		40-49		50-65			
Course Domain	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)
Financial Services	3 862	23.4	927	4.6	481	2.7	384	2.7	5 654	33.4
Languages	3 628	27.3	1 137	7.7	764	5.4	389	2.9	5 918	43.3
Logistics	608	3.8	483	2.8	189	1.1	120	0.7	1 400	8.4
Design	1 625	8.9	592	3.5	295	1.7	132	0.7	2 644	14.8
Tourism	1 122	5.6	149	0.7	97	0.5	106	0.6	1 474	7.4
Business Services	5 024	24.7	2 339	13.2	961	6.3	381	2.8	8 705	47.0
Creative Industries	452	2.6	162	1.0	61	0.4	64	0.3	739	4.3
Interpersonal and Intrapersonal Skills for the Workplace	79	0.5	67	0.6	34	0.3	23	0.2	203	1.6
Specification of Competency Standards [^]	958	7.6	679	4.2	464	2.1	372	1.2	2 473	15.1
Total	17 358	104.4	6 535	38.3	3 346	20.5	1 971	12.1	29 210	175.3

2015-16 (as at 31 January 2016):

	Age Group [#]								Total	
	18-29		30-39		40-49		50-65			
Course Domain	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)
Financial Services	2 852	16.7	774	4.1	503	3.0	483	3.3	4 612	27.1
Languages	3 136	23.1	967	6.5	534	3.9	328	2.3	4 965	35.8
Logistics	500	2.7	364	2.0	167	0.8	75	0.4	1 106	5.9
Design	1 190	6.4	424	2.3	208	1.1	125	0.7	1 947	10.5
Tourism	926	4.0	98	0.4	46	0.2	60	0.3	1 130	4.9
Business Services	3 695	18.6	1 693	9.2	736	4.1	328	1.9	6 452	33.8
Creative Industries	389	2.5	134	0.9	47	0.3	66	0.3	636	4.0
Interpersonal and Intrapersonal Skills for the Workplace	26	0.2	11	0.1	11	0.1	10	0.1	58	0.5
Specification of Competency Standards^	795	6.6	472	3.0	328	1.5	222	1.1	1 817	12.2
Total	13 509	80.8	4 937	28.5	2 580	15.0	1 697	10.4	22 723	134.7

[#] Hong Kong residents aged between 18 and 65 are eligible to apply for subsidies from CEF.

[^] The courses covered under “Specification of Competency Standards” have adopted the specifications formulated by the Industry Training Advisory Committees of the Qualifications Framework (QF) as the basis for curriculum design. These courses may be registered under CEF since the implementation of QF in May 2008.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)126****(Question Serial No. 0205)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (4) Manpower DevelopmentControlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)Director of Bureau: Secretary for Labour and WelfareQuestion:

What were the employment rates of trainees who completed courses offered by the Employees Retraining Board in each of the past 3 years? Has the Government conducted further surveys on, inter alia, the number of graduate trainees employed in the same trade as the training courses they attended, and the percentage of trainees whose jobs are unrelated to the courses taken?

Asked by: Hon WONG Kwok-kin (Member Question No. 38)Reply:

Training bodies of the Employees Retraining Board (ERB) provide 3 to 6 months' placement follow-up services for trainees who have completed placement-tied courses. The training bodies have to report to ERB the trainees' placement information, including post titles, job nature and relevancy of the duties to their training.

The placement rates and relevancy to training of trainees who have completed placement-tied courses in the past 3 years are set out below –

	2013-14	2014-15	2015-16 ^{Note 3}
Placement rate ^{Note 1}	82%	82%	83%
Relevancy to training ^{Note 2}	56%	53%	54%

^{Note 1} The placement rate refers to the percentage of trainees who engaged in employment during the placement follow-up period over the number of completions of placement-tied courses.

^{Note 2} Relevancy to training refers to the percentage of trainees who engaged in jobs related to their training during the placement follow-up period over the number of trainees who engaged in employment.

^{Note 3} Estimated figures as at February 2016.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)127****(Question Serial No. 0383)**Head: (173) Working Family and Student Financial Assistance AgencySubhead (No. & title): (700) General non-recurrent
Item 508 Continuing Education FundProgramme: (1) Student Assistance SchemeControlling Officer: Head, Working Family and Student Financial Assistance Agency
(Mr Esmond LEE)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the Office of the Continuing Education Fund (OCEF), please advise this Committee of the manpower deployed for conducting surprise inspections, the number of surprise inspections conducted, the course providers inspected and the expenditure on manpower incurred over the past three years. Among the inspections conducted, how many cases were found to have breached the terms and conditions of the Continuing Education Fund (CEF)? What follow-up actions had been taken, and how many cases required formal investigation by the law enforcement agencies?

Asked by: Hon Albert HO Chun-yan (Member Question No. 22)Reply:

Information concerning the surprise inspections of course providers conducted by the OCEF in the past three 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		
	2013-14	2014-15	2015-16 (as at 31 January 2016)
Number of staff deployed	4	4	4
Number of inspections conducted	252	229	211
Number of course providers involved	101	83	88
Manpower expenditure incurred (\$ million)	1.14	1.19	1.06

The course providers inspected by the OCEF are listed at Annex.

Among the surprise inspections conducted, the OCEF found that 71, 43 and 56 cases were in breach of the terms and conditions of the CEF in 2013-14, 2014-15 and 2015-16 (as at 31 January 2016) respectively. The non-compliance involved in these cases included improper record keeping, miscalculation of marks, tutor's failure to sign on and verify attendance records, and inaccurate records of course completion date, etc. No element of fraud was observed. None of the cases required referral to law enforcement agencies. The OCEF had issued warnings to the course providers concerned.

**List of course providers inspected by the Office of the Continuing Education Fund in
2013-14**

	Name of course provider
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	CMM MONITA ACADEMY LIMITED
15	COMPUTER POWER EDUCATION CENTER
16	EF LANGUAGE SOLUTIONS HONG KONG LIMITED
17	FACTORPLUS INTERNATIONAL ACADEMY
18	FARIDA HAIR & BEAUTY EDUCATION CENTRE
19	FINANCE & ECONOMICS STUDIO
20	FIRST INSTITUTE OF ART AND DESIGN
21	FTMS TRAINING SYSTEMS (HK) LTD
22	FTU EMPLOYMENT DEVELOPMENT SERVICE LTD.
23	GREAT LEARNING EDUCATION CENTRE
24	HKTRAVELER.COM LIMITED
25	HOLMES INSTITUTE HONG KONG
26	HONG KONG ART SCHOOL
27	HONG KONG ASSOCIATION OF REGISTERED TOUR CO-ORDINATORS LIMITED
28	HONG KONG CHINGYING INSTITUTE OF VISUAL ARTS
29	HONG KONG COMMUNICATION ART CENTRE
30	HONG KONG COMPUTER INSTITUTE
31	HONG KONG CONFEDERATION OF TRADE UNIONS - TRAINING CENTRE
32	HONG KONG CUSTOMER SERVICE CONSORTIUM LTD
33	HONG KONG DYNAMICS DESIGN

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	Name of course provider
34	HONG KONG ECOTOURISM & TRAVELS PROFESSIONAL TRAINING CENTRE
35	HONG KONG FEDERATION OF RESTAURANTS AND RELATED TRADES CHARITABLE FOUNDATION LIMITED
36	HONG KONG FILM ACADEMY LTD
37	HONG KONG INSTITUTE OF BUSINESS ADMINISTRATION
38	HONG KONG INSTITUTE OF PROFESSIONAL STUDIES
39	HONG KONG JEWELRY MANUFACTURERS' ASSOCIATION
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 SECURITIES AND INVESTMENT INSTITUTE
47	HONG KONG SOCIAL ENTERPRISE
48	HONG KONG TRAVEL AND TOURISM TRAINING CENTRE LTD
49	HOPKINS EDUCATION CENTER
50	HORNINGTON SCHOOL
51	IN LEARNING CENTRE
52	INFORMATICS EDUCATION (HK) LIMITED
53	INSTITUTE FOR LEADERSHIP AND POTENTIAL DEVELOPMENT (HONG KONG) LIMITED
54	INTEGRAL SPIRITUAL PSYCHOLOGY TRAINING INSTITUTE LIMITED
55	INTERACTIVE EDUCATION (HK) LIMITED
56	INTER-PRO BEAUTY ARCHITECT SCHOOL LIMITED
57	JENNY BEAUTY COLLEGE
58	KAPLAN FINANCIAL (HK) LIMITED
59	KAPLAN HIGHER EDUCATION (HK) LIMITED
60	KAPLAN LANGUAGE CENTRE
61	KORNERSTONE LIMITED
62	LEO HAIR & BEAUTY TRAINING CENTRE
63	MARIA COLLEGE
64	ME ENGLISH LANGUAGE CENTRE
65	MIDLAND UNIVERSITY LIMITED
66	MODA
67	NIKKEI JAPANESE LANGUAGE SCHOOL
68	NLP ACADEMY LTD

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	Name of course provider
69	OCCUPATIONAL SAFETY & HEALTH MANAGEMENT INSTITUTE
70	PASONA EDUCATION CO LIMITED
71	PETER F. DRUCKER ACADEMY LIMITED
72	PRIME ENGLISH LEARNING CENTRE
73	PROFESSIONAL SCHOOL OF ENNEAGRAM LIMITED
74	PROFESSIONAL TRAINING ASSOCIATION
75	RDI MANAGEMENT LEARNING LTD
76	REACHFUTURE
77	ROYAL BRISBANE INTERNATIONAL COLLEGE (HONG KONG)
78	ROYAL INTERNATIONAL COLLEGE
79	SAP HONG KONG CO LTD
80	SARA BEATTIE COLLEGE
81	SCOUT ASSOCIATION OF HONG KONG - EDUCATION CENTRE
82	SGS HONG KONG LTD
83	SHINE RAINBOW MARKETING LIMITED
84	SINO COLLEGE
85	SINO INSTITUTE OF CONTINUING EDUCATION LIMITED
86	SIX SIGMA INSTITUTE LTD
87	ST JAMES' SETTLEMENT CONTINUED EDUCATION CENTER
88	STAR CHEF MANAGEMENT SCHOOL
89	THE ASSOCIATION OF ELECTRICAL AND MECHANICAL ENGINEERING (HONG KONG) LIMITED
90	THE HONG KONG ASSOCIATION OF HAIR DESIGN
91	THE HONG KONG FEDERATION OF YOUTH GROUPS CONTINUOUS LEARNING CENTRE
92	THE HONG KONG MANAGEMENT ASSOCIATION
93	THE INVESTOPEDIA INSTITUTE OF HONG KONG LIMITED
94	THE LIFE UNDERWRITERS ASSOCIATION OF HONG KONG LIMITED
95	TOA LANGUAGE AND CULTURE SCHOOL
96	TOKYO UNIVERSE LANGUAGE EDUCATION CENTRE
97	TQM CONSULTANTS CO. LTD
98	UNISOFT EDUCATION CENTRE
99	WELKIN COMPUTER TRAINING
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
2014-15**

	Name of course provider
1	ABRS MANAGEMENT AND TECHNOLOGY CENTER
2	ADVANCED CONTEMPORARY EDUCATION CENTRE
3	ALLIANCE FRANCAISE DE HONG KONG
4	ANTIPODEAN ENGLISH LANGUAGE SCHOOL (KOWLOON)
5	ASIAN GEMMOLOGICAL INSTITUTE AND LABORATORY LIMITED
6	ASTON INSTITUTE
7	BRIGHTEN YOUTH EDUCATION CENTRE
8	CARITAS BIANCHI COLLEGE OF CAREERS
9	CMM MONITA ACADEMY LIMITED
10	COMPUTER ACADEMY
11	COMPUTER POWER EDUCATION CENTER
12	FACTORPLUS INTERNATIONAL ACADEMY
13	FARIDA HAIR & BEAUTY EDUCATION CENTRE
14	FEVA WORKS IT EDUCATION CENTRE
15	FINANCE & ECONOMICS STUDIO
16	FIRST INSTITUTE OF ART AND DESIGN
17	FRENCH INSTITUTES BEAUTY ACADEMY
18	HKBHA ACADEMY
19	HONG KONG COMMUNICATION ART CENTRE
20	HONG KONG COMPUTER INSTITUTE
21	HONG KONG ECOTOURISM & TRAVELS PROFESSIONAL TRAINING CENTRE
22	HONG KONG EFFECTIVE CAREERS INSTITUTE
23	HONG KONG EMPLOYMENT DEVELOPMENT SERVICE LIMITED
24	HONG KONG FILM ACADEMY LTD
25	HONG KONG INSTITUTE OF LANGUAGES
26	HONG KONG M.C. ASSOCIATION LIMITED
27	HONG KONG MANAGEMENT ASSOCIATION COLLEGE OF FURTHER EDUCATION
28	HONG KONG PRODUCTIVITY COUNCIL
29	HONG KONG PROFESSIONAL PUTONGHUA SCHOOL
30	HONG KONG SCHOOL OF COMMERCE
31	HONG KONG SCHOOL OF DESIGN
32	HONG KONG SOCIAL ENTERPRISE
33	HONG KONG TRAVEL AND TOURISM TRAINING CENTRE LTD
34	HOPKINS EDUCATION CENTER
35	HORNINGTON SCHOOL

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	Name of course provider
36	INFORMATICS EDUCATION (HK) LIMITED
37	INSTITUTE FOR LEADERSHIP AND POTENTIAL DEVELOPMENT (HONG KONG) LIMITED
38	INTEGRAL SPIRITUAL PSYCHOLOGY TRAINING INSTITUTE LIMITED
39	INTER-PRO BEAUTY ARCHITECT SCHOOL LIMITED
40	JENNY BEAUTY COLLEGE
41	KAPLAN FINANCIAL (HK) LIMITED
42	KAPLAN HIGHER EDUCATION (HK) LIMITED
43	KORNERSTONE LIMITED
44	MARIA COLLEGE
45	ME ENGLISH LANGUAGE CENTRE
46	MEC INTERNATIONAL (HK) LIMITED
47	MIDLAND UNIVERSITY LIMITED
48	MODA
49	NIKKEI JAPANESE LANGUAGE SCHOOL
50	PASONA EDUCATION CO LIMITED
51	PETER F. DRUCKER ACADEMY LIMITED
52	PIVOT POINT COLLEGE...HONG KONG
53	PRIME ENGLISH LEARNING CENTRE
54	PROFESSIONAL SCHOOL OF ENNEAGRAM LIMITED
55	PROFESSIONAL TRAINING ASSOCIATION
56	RDI MANAGEMENT LEARNING LTD
57	REP EDUCATION CENTER
58	ROYAL BRISBANE INTERNATIONAL COLLEGE (HONG KONG)
59	ROYAL INTERNATIONAL COLLEGE
60	SARA BEATTIE COLLEGE
61	SGS HONG KONG LTD
62	SHINE RAINBOW MARKETING LIMITED
63	SINO COLLEGE
64	ST JAMES' SETTLEMENT CONTINUED EDUCATION CENTER
65	STAR CHEF MANAGEMENT SCHOOL
66	SUN WAH-PEARL LINUX AND DIGITAL FORENSICS LIMITED
67	THE ASSOCIATION OF ELECTRICAL AND MECHANICAL ENGINEERING (HONG KONG) LIMITED
68	THE HONG KONG ASSOCIATION OF HAIR DESIGN
69	THE HONG KONG FEDERATION OF TRADE UNIONS OCCUPATIONAL RETRAINING CENTER LIMITED
70	THE HONG KONG FEDERATION OF YOUTH GROUPS CONTINUOUS LEARNING CENTRE

/...cont'

	Name of course provider
71	THE HONG KONG MANAGEMENT ASSOCIATION
72	THE INVESTOPEDIA INSTITUTE OF HONG KONG LIMITED
73	THE LIFE UNDERWRITERS ASSOCIATION OF HONG KONG LIMITED
74	T-NAIL ACADEMY
75	TODAIMAE LANGUAGE CENTRE
76	TOKYOU JAPANESE EDUCATION CENTRE
77	TOUCH UP PRODUCTION LTD.
78	UNISOFT EDUCATION CENTRE
79	WELKIN COMPUTER TRAINING
80	WELKIN PROFESSIONAL DEVELOPMENT & TRAINING
81	XIANGGANG PUTONGHUA YANXISHE
82	YMCA COLLEGE OF CAREERS
83	YMCA COLLEGE OF CONTINUING EDUCATION

**List of course providers inspected by the Office of the Continuing Education Fund in
2015-16
(as at 31 January 2016)**

	Name of course provider
1	ABRS MANAGEMENT AND TECHNOLOGY CENTER
2	ADVANCED CONTEMPORARY EDUCATION CENTRE
3	ALLIANCE FRANCAISE DE HONG KONG
4	AMERICAN CANADIAN APPROACH EDUCATION CENTER
5	ASIA PROFESSIONAL TRAINING INSTITUTE LIMITED
6	ASIAN GEMMOLOGICAL INSTITUTE AND LABORATORY LIMITED
7	ASTON INSTITUTE
8	BARON'S SCHOOL OF MUSIC LTD.
9	BRIGHTEN YOUTH EDUCATION CENTRE
10	BUSINESS PLUS INTERNATIONAL LIMITED
11	CARITAS BIANCHI COLLEGE OF CAREERS
12	CARITAS INSTITUTE OF COMMUNITY EDUCATION
13	CMM MONITA ACADEMY LIMITED
14	COMPUTER ACADEMY
15	COMPUTER POWER EDUCATION CENTER
16	DAI-ICHI JAPANESE LANGUAGE AND CULTURE SCHOOL
17	DIRECT EDUCATION CENTRE
18	ELITE MAKEUP
19	ET BUSINESS COLLEGE
20	FACTORPLUS INTERNATIONAL ACADEMY
21	FARIDA HAIR & BEAUTY EDUCATION CENTRE
22	FEVA WORKS IT EDUCATION CENTRE
23	FIRST INSTITUTE OF ART AND DESIGN
24	FQ COACHING LIMITED
25	FRENCH INSTITUTES BEAUTY ACADEMY
26	FTU EMPLOYMENT DEVELOPMENT SERVICE LTD.
27	HKBHA ACADEMY
28	HONG KONG COMMUNICATION ART CENTRE
29	HONG KONG COMPUTER INSTITUTE
30	HONG KONG CUSTOMER SERVICE CONSORTIUM LTD
31	HONG KONG DYNAMICS DESIGN
32	HONG KONG ECOTOURISM & TRAVELS PROFESSIONAL TRAINING CENTRE
33	HONG KONG EFFECTIVE CAREERS INSTITUTE
34	HONG KONG EMPLOYMENT DEVELOPMENT SERVICE LIMITED
35	HONG KONG M.C. ASSOCIATION LIMITED

/...cont'

	Name of course provider
36	HONG KONG PRODUCTIVITY COUNCIL
37	HONG KONG PROFESSIONAL PUTONGHUA SCHOOL
38	HONG KONG SCHOOL OF COMMERCE
39	HONG KONG SCHOOL OF DESIGN
40	HONG KONG SHENG KUNG HUI LADY MACLEHOSE CENTRE (INTEGRATED CAREER DEVELOPMENT SERVICE)
41	HONG KONG TRAVEL AND TOURISM TRAINING CENTRE LTD
42	HOPKINS EDUCATION CENTER
43	HORNINGTON SCHOOL
44	INFORMATICS EDUCATION (HK) LIMITED
45	INSTITUTE OF ADVANCED LEARNING
46	INTEGRAL SPIRITUAL PSYCHOLOGY TRAINING INSTITUTE LIMITED
47	INTER-PRO BEAUTY ARCHITECT SCHOOL LIMITED
48	JENNY BEAUTY COLLEGE
49	KAPLAN FINANCIAL (HK) LIMITED
50	KAPLAN HIGHER EDUCATION (HK) LIMITED
51	KCRA COMMUNITY EDUCATION ENHANCEMENT CENTER LIMITED
52	KORNERSTONE LIMITED
53	MAGNA EDUCATION CENTER (KOWLOON)
54	MARIA COLLEGE
55	MEC INTERNATIONAL (HK) LIMITED
56	MIDLAND UNIVERSITY LIMITED
57	MODA
58	NIKKEI JAPANESE LANGUAGE SCHOOL
59	PASONA EDUCATION CO LIMITED
60	PETER F. DRUCKER ACADEMY LIMITED
61	PIVOT POINT COLLEGE...HONG KONG
62	PROFESSIONAL SCHOOL OF ENNEAGRAM LIMITED
63	RDI MANAGEMENT LEARNING LTD
64	REP EDUCATION CENTER
65	ROYAL BRISBANE INTERNATIONAL COLLEGE (HONG KONG)
66	ROYAL INTERNATIONAL COLLEGE
67	SARA BEATTIE COLLEGE
68	SGS HONG KONG LTD
69	SINO COLLEGE
70	SIX SIGMA INSTITUTE LTD
71	ST JAMES' SETTLEMENT CONTINUED EDUCATION CENTER
72	STAR CHEF MANAGEMENT SCHOOL

/...cont'

	Name of course provider
73	SUNGLLEE KOREAN LANGUAGE SCHOOL
74	SYSTEMATIC COMPUTER EDUCATION CENTRE
75	THE ASSOCIATION OF ELECTRICAL AND MECHANICAL ENGINEERING (HONG KONG) LIMITED
76	THE HONG KONG ASSOCIATION OF HAIR DESIGN
77	THE HONG KONG FEDERATION OF TRADE UNIONS OCCUPATIONAL RETRAINING CENTER LIMITED
78	THE HONG KONG MANAGEMENT ASSOCIATION
79	THE INVESTOPEDIA INSTITUTE OF HONG KONG LIMITED
80	THE LIFE UNDERWRITERS ASSOCIATION OF HONG KONG LIMITED
81	T-NAIL ACADEMY
82	TODAIMAE LANGUAGE CENTRE
83	TOKYOU JAPANESE EDUCATION CENTRE
84	TOUCH UP PRODUCTION LTD.
85	UNISOFT EDUCATION CENTRE
86	WELKIN COMPUTER TRAINING
87	WELKIN PROFESSIONAL DEVELOPMENT & TRAINING
88	YMCA COLLEGE OF CONTINUING EDUCATION

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)128

(Question Serial No. 2182)

Head: (173) Working Family and Student Financial Assistance Agency

Subhead (No. & title): (700) General non-recurrent
Item 508 Continuing Education Fund

Programme: (1) Student Assistance Scheme

Controlling Officer: Head, Working Family and Student Financial Assistance Agency
(Mr Esmond LEE)

Director of Bureau: Secretary for Labour and Welfare

Question:

In the past five years, how many people have applied for subsidies under the Continuing Education Fund (CEF)? How much money was involved? How many people in Hong Kong have opened a CEF account and have exhausted the subsidy ceiling of HK\$10,000 or submitted four claims for reimbursement? Will the Government consider raising the subsidy ceiling or the number of claims and what are the reasons?

Asked by: Hon LEUNG Kwok-hung (Member Question No. 2039)

Reply:

In the past five years (from 1 April 2011 to 31 January 2016), the Office of the Continuing Education Fund received a total of 130 258 applications for tuition fees reimbursement. 126 785 applicants were granted approval for reimbursement, involving an amount of around \$970 million.

At present, each CEF applicant may apply for reimbursement of 80% of the tuition fees of any CEF reimbursable course upon successful completion of the course, subject to a maximum sum of \$10,000. The tuition fees of the majority of CEF reimbursable courses are at or below \$10,000. Furthermore, the CEF applicants may submit a maximum of four claims for reimbursement. Since the establishment of the CEF in mid 2002, approval has been given for 719 089 applicants to open a CEF account, of which 264 849 applicants have exhausted the subsidy ceiling of \$10,000 or submitted four claims for reimbursement.

The Government will conduct a review on the CEF in 2016-17 to meet the needs of the community. The review will cover the amount and coverage of the financial assistance, and application and reimbursement matters, etc.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)129****(Question Serial No. 1921)**Head: (173) Working Family and Student Financial Assistance AgencySubhead (No. & title): (700) General non-recurrent
Item 508 Continuing Education FundProgramme: (1) Student Assistance SchemeControlling Officer: Head, Working Family and Student Financial Assistance Agency
(Mr Esmond LEE)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide this Committee with the following information –

The respective number of applications for the Continuing Education Fund (CEF), the total amount of fund disbursed, the average amount of fund disbursed for each application, the number of Hong Kong residents who have applied for the CEF and their age distribution; and the respective percentages of successful applications for the CEF in the past five years.

Asked by: Hon Kenneth LEUNG (Member Question No. 2.03)Reply:

The information sought is provided as follows –

The number of applicants, total amount of fund disbursed, average amount of fund disbursed for each successful application and percentage of successful applications under the CEF in the past five years (i.e. from 2011-12 to 2015-16) are given as follows –

	Year				
	2011-12	2012-13	2013-14	2014-15	2015-16 (as at 31 January 2016)
Number of applicants	42 638	40 673	35 880	32 849	25 911
Total amount of fund disbursed (\$ million)	247.4	218.0	196.3	175.3	134.7
Average amount of fund disbursed for each successful application (\$)	7,212	7,352	7,618	7,762	7,597
Percentage of successful applications (%)	90.8	90.0	90.9	91.3	91.0

As at 31 January 2016, the Office of the Continuing Education Fund received 177 951 CEF applications in the past five years. The distribution of the 177 951 applicants by age group is given below –

	Age group ^{Note}					Total
	18 - 29	30 - 39	40 - 49	50 - 65	<18 or >65	
Number of applicants (% against the total)	115 070 (64.7)	34 334 (19.3)	18 608 (10.5)	9 691 (5.4)	248 (0.1)	177 951

Note : Hong Kong residents aged between 18 and 65 are eligible to apply for the CEF subsidy.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)130****(Question Serial No. 3645)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

What was the number of persons with disabilities from the ethnic minorities who registered with the Selective Placement Division (SPD) of the Labour Department (LD) for employment services in each of the past 3 years and, among which, the number of successful placements, with a breakdown by nationality/ethnic origin (e.g. Indonesians, Filipinos, Indians, Pakistanis, Nepalese, Japanese, Thais, Koreans, other Asians and Caucasians)?

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 353)Reply:

In 2013, 2014 and 2015, the numbers of persons with disabilities from the ethnic minorities who registered with SPD of LD for employment services were 18, 19 and 28 respectively. A breakdown of the placements secured by LD for ethnic minority job seekers with disabilities in the respective years by ethnic origin is provided in the table below:

Ethnic origin	No. of placements		
	2013	2014	2015
Pakistani	0	0	4
Indonesian	3	0	2
Thai	0	1	2
Indian	0	3	1
Nepalese	1	1	1
Malaysian	0	1	0
Total	4	6	10

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)131

(Question Serial No. 3677)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

How does the Government monitor the compliance with relevant requirements under the Occupational Safety and Health Ordinance (OSHO) by cleansing services contractors of government departments?

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 261)

Reply:

Under OSHO (Cap. 509), an employer (including contractors of the Government's outsourced cleansing services) must, so far as reasonably practicable, ensure the occupational safety and health (OSH) at work of all of his/her employees.

Staff of the Labour Department from time to time conduct surprise inspections on OSH to different workplaces (including those of the contractors of the Government's outsourced cleansing services) and launch special enforcement campaigns targeted at high-risk processes (such as use of hazardous chemicals) to deter work practices contravening work safety requirements. Breaches of OSH requirements detected will be dealt with according to the laws and, where necessary, be reported to the departments which engage the outsourced cleansing services contractors concerned for follow-up action.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)132

(Question Serial No. 3679)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

How many reports of work injury sustained by non-skilled workers under cleansing services contracts were received by the Government in each of the past 5 years? What were the parts of body injured and the reasons for injury? If figures are available, please provide a breakdown by department. What were the details of the Government's follow-up on such complaints? If figures are not available, what are the reasons? Will such figures be available in future?

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 264)

Reply:

As reports of work injury do not record whether cleansing services contracts of government departments are involved, the Labour Department (LD) does not keep breakdown figures of accidents related to cleansing services contracts and other relevant information. LD devises enforcement, publicity and promotion strategies according to the overall occupational safety and health performance of different industries, such as pest control and cleansing services; and there is currently no plan to collect breakdown figures on government service contractors.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)133

(Question Serial No. 3680)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

How many cases of suspected breaches of the Occupational Safety and Health Ordinance (OSHO) and relevant regulations by cleansing services contractors were received by the Government in each of the past 5 years? Please provide breakdowns by department, nature of suspected breaches and successfully prosecuted case and reason, as well as details of convictions and penalties of the prosecutions taken out. If figures are not available, what are the reasons? Will such figures be available in future?

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 267)

Reply:

The Labour Department (LD) does not keep the number of cases of suspected breaches of OSHO and relevant regulations by cleansing services contractors of government departments, or the relevant information requested in the above question. LD devises enforcement, publicity and promotion strategies according to the overall occupational safety and health performance of different industries, such as pest control and cleansing services; and there is currently no plan to collect breakdown figures on government service contractors.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)134

(Question Serial No. 5967)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employees who worked for less than 4 weeks continuously for their employers and/or did not work at least 18 hours per week, and those engaged under short-term contracts of less than 3 months (collectively known as casual workers),

- (a) please provide breakdowns of the following data by employment contracts of short duration, short working hours and less than 3 months:
- (i) ethnic minorities;
 - (ii) new arrivals with less than 7 years' residence;
 - (iii) family carers;
 - (iv) single parents;
 - (v) persons with disabilities and/or those receiving disability allowances;
 - (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 the 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 not 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 Government consider studying the above casual workers' characteristics for a more comprehensive analysis?

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 176)

Reply:

The Labour Department and the Census and Statistics Department do not have the data requested in (a). The Government will continue to review from time to time the need to collect various data and information.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)135

(Question Serial No. 5982)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide the annual expenditure and staff establishment of the Selective Placement Division (SPD), and the number of placements secured for job seekers with disabilities by the Division in each of the past 5 years?

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 46)

Reply:

The annual expenditure and staff establishment of SPD of the Labour Department, and the number of placements secured for job seekers with disabilities by SPD in each of the past 5 years are set out below:

Annual expenditure (including staff cost)

Year	Actual expenditure
2010-11	\$24.26 million
2011-12	\$27.84 million
2012-13	\$29.29 million
2013-14	\$32.51 million
2014-15	\$35.88 million

Staff establishment

Grade	Number of staff				
	2010-11*	2011-12*	2012-13*	2013-14*	2014-15*
Labour Officer Grade staff	22	25	25	26	26
Clerical Grade staff	10	10	10	10	10
Non-civil service contract staff	2	3	2	4	2
Total	34	38	37	40	38

Note:

* : As at the last month of the respective year.

Number of placements secured for job seekers with disabilities

Year	2011	2012	2013	2014	2015
Number of placements	2 403	2 512	2 461	2 464	2 401

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)136

(Question Serial No. 6025)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What was the number of able-bodied job seekers registered with the Labour Department (LD) and, among which, the number of placements secured in each of the past 3 years?
- (b) What was the number of persons with disabilities from the ethnic minorities who registered with the Selective Placement Division (SPD) of LD for employment services in each of the past 3 years and, among which, the number of those who succeeded in securing employment, with a breakdown by nationality/ethnic origin (e.g. Indonesians, Filipinos, Indians, Pakistanis, Nepalese, Japanese, Thais, Koreans, other Asians and Caucasians)?

Based on the number of successful placements mentioned in (a) and (b) above, has LD conducted a review or study on whether its services could assist job seekers in securing employment? If yes, what were the results? If not, what were the reasons? Will the Government consider conducting a review or study in future and what are the reasons?

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 357)

Reply:

The information sought is provided as follows:

- (a) In the past 3 years (i.e. 2013, 2014 and 2015), 82 748, 75 314 and 67 221 able-bodied job seekers respectively registered for the employment services of LD. At present, about 99% of the vacancies advertised through LD are displayed with employers' contact details. Job seekers can make job applications direct to the employers at job fairs or through the Interactive Employment Service website without registering with LD or requesting its referral. In 2013, 2014 and 2015, LD secured 156 727, 151 536 and 148 347 placements for able-bodied job seekers respectively.

- (b) In the past 3 years (i.e. 2013, 2014 and 2015), the numbers of persons with disabilities from the ethnic minorities who registered with SPD of LD for employment services were 18, 19 and 28 respectively. A breakdown of the placements secured by LD for ethnic minority job seekers with disabilities in the respective years by ethnic origin is provided in the table below:

Ethnic origin	No. of placements		
	2013	2014	2015
Pakistani	0	0	4
Indonesian	3	0	2
Thai	0	1	2
Indian	0	3	1
Nepalese	1	1	1
Malaysian	0	1	0
Total	4	6	10

LD from time to time reviews and enhances the effectiveness of its employment services for able-bodied job seekers and ethnic minority job seekers with disabilities so as to provide them with appropriate services. For example, for able-bodied job seekers, LD enhances the information and functions provided on the Interactive Employment Service website and mobile applications, having regard to the needs of job seekers. Moreover, vacancy search terminals are installed at various locations of the territory to assist job seekers in searching employment and vacancy information and using simple job matching service, so as to facilitate the dissemination of employment information and enhance the employment opportunities of job seekers. For job seekers with employment difficulties, they can meet the employment officers in job centres to obtain personalised employment advisory service or participate in LD's employment programmes to enhance their employability. To strengthen employment support for job seekers with higher education, in particular Hong Kong students who are educated in overseas tertiary institutes, the second generation of Hong Kong emigrants who are interested in working in Hong Kong, as well as persons from overseas with higher academic/professional qualifications, LD will set up a dedicated employment information e-platform in the fourth quarter of 2016 to enhance their understanding of the Hong Kong labour market and facilitate their search and application for suitable job openings through the new dedicated webpage. Local job seekers with higher academic qualifications may also use this webpage.

Moreover, having regard to the needs of ethnic minority job seekers with disabilities in career choice and job search, LD will reach out to employers of various industries to canvass suitable vacancies for them and assist them in securing employment. To enhance the employability of persons with disabilities, LD will also continue to implement the Work Orientation and Placement Scheme which encourages employers to employ persons with disabilities (including persons with disabilities from the ethnic minorities) through the provision of an allowance. To strengthen employment support for job seekers with disabilities, LD will launch a 2-year pilot scheme in 2016, under which a non-governmental organisation will be engaged to provide support to job seekers with disabilities (including persons with disabilities from the ethnic minorities) in need of counselling service.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)137

(Question Serial No. 6751)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the number of able-bodied job seekers registered with the Labour Department (LD) and, among which, the number of placements secured in each of the past 3 years?

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 344)

Reply:

In the past 3 years (i.e. 2013, 2014 and 2015), 82 748, 75 314 and 67 221 able-bodied job seekers respectively registered for the employment services of LD. At present, about 99% of the vacancies advertised through LD are displayed with employers' contact details. Job seekers can make job applications direct to the employers at job fairs or through the Interactive Employment Service website without registering with LD or requesting its referral. In 2013, 2014 and 2015, LD secured 156 727, 151 536 and 148 347 placements for able-bodied job seekers respectively.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)138****(Question Serial No. 6758)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

What was the number of able-bodied persons from the ethnic minorities (EMs) who registered with the Labour Department (LD) for employment services in each of the past 3 years and, among them, the number of those who succeeded in securing employment, with a breakdown by nationality/ethnic origin (e.g. Indonesians, Filipinos, Indians, Pakistanis, Nepalese, Japanese, Thais, Koreans, other Asians and Caucasians)?

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 351)Reply:

In 2013, 2014 and 2015, 787, 901 and 994 EM job seekers 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. Currently, around 99% 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 placements to LD. LD therefore does not have the figures on the placements secured. A breakdown of the placements secured for EM job seekers through the referral of LD by ethnic origin is as follows:

Ethnic origin	Number of placements		
	2013	2014	2015
Pakistani	11	23	28
Filipino	12	9	14
Thai	7	8	7
Nepalese	2	1	6
Indian	12	8	4
Indonesian	5	3	2
Other EMs	8	13	14
Total	57	65	75

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)139

(Question Serial No. 6764)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Does the Labour Department (LD) have any plan to conduct a review on the Employment Services Ambassador Programme for Ethnic Minorities (ESAP)? If a review has been conducted, what are the findings? If a review is being planned, what are the timing and indicators of the review? If there is no such plan, what are the reasons?
- (b) According to some of the groups serving ethnic minorities (EMs), a number of EM job seekers indicated that the employment services ambassadors (ESAs) for EMs, who were the trainees under the Youth Employment and Training Programme (YETP), failed to assist service users in their job search due to a lack of experience. They also indicated that LD's existing employment officers failed to understand the needs of EM job seekers due to cultural barriers. Will LD employ experienced employment officers for EMs or set up a dedicated employment services division for EMs so as to assist them in securing employment more effectively? If yes, what are the details? If not, what are the reasons?

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 359)

Reply:

The information sought is provided as follows:

- (a) Since September 2014, LD has launched the ESAP and employed trainees capable of communicating in EM languages under YETP as ESAs for 6 months. LD has reviewed the effectiveness of the programme on the basis of practical operating experience and data as well as information such as the employment situation of ESAs after on-the-job training. It was found that the responses to the programme were positive. LD has therefore continued to implement the programme and employed 63 trainees, including 15 trainees who were enrolled in phase 4 of the programme and

reported duty in March 2016. Having regard to service demand, LD will continue to recruit an appropriate number of EM ESAs to provide services at job centres and industry-based recruitment centres.

- (b) LD's 13 job centres are located across the territory to facilitate the use of employment services by job seekers (including EMs) living in various districts. Each job centre provides EM job seekers with targeted employment services, such as special counters, resource corners and tailor-made employment briefings. At present, job centres provide employment services for EM job seekers of different ethnic origins with various employment needs through EM ESAs and employment officers as well as the interpretation services offered by non-governmental organisations (NGOs) when necessary. EM ESAs are mainly responsible for receiving EM job seekers, and assisting in handling general enquiries from EM job seekers on LD's employment services, helping them use the various facilities in job centres/industry-based recruitment centres, and rendering on-site assistance in job fairs. Meanwhile, EM job seekers can meet the employment officers for interviews if they need more in-depth personalised employment advisory service. Employment officers familiar with the local employment market situation will give job search advice, provide information on the employment market and training/retraining courses, and assist them in receiving career aptitude assessment as appropriate. LD has made arrangements with NGOs to provide telephone simultaneous interpretation services, as necessary, for EM job seekers who speak neither Chinese nor English.

To raise the sensitivity of frontline staff to EM culture, LD has invited NGOs familiar with their culture to organise talks on EM customs and culture as well as skills in communicating with EMs. Moreover, LD will arrange regular training on anti-discrimination legislation for its staff and procure books on serving EM communities for circulation, in order to enhance staff's understanding of and skills in rendering services to EMs. Meanwhile, the staff at job centres/recruitment centres also get to know the EMs better through collaborating and getting along with EM ESAs of different ethnic origins in their daily work. LD will continue to enhance the employment services for EM job seekers through the existing network of job centres, coupled with appropriate training and the collaboration of EM ESAs.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)140****(Question Serial No. 7072)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the Youth Work Experience and Training Scheme (YWETS), please provide the expenditure and unit cost of the following items in the past 5 years: training allowance granted to employers, reimbursement of course and examination fees to trainees, and case management and training fees paid to training bodies.

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 628)Reply:

In September 2009, the Labour Department (LD) enhanced and integrated YWETS with the Youth Pre-employment Training Programme to become the “through-train” 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 fees to trainees, and case management and training fees paid to service providers from 2011-12 to 2015-16 are tabulated below:

	2011-12	2012-13	2013-14	2014-15	2015-16 (up to February 2016)
On-the-job training allowance granted to employers	\$38.9 million	\$30.4 million	\$31.4 million	\$47.2 million	\$50 million
Reimbursement of course and examination fees to trainees	\$700,000	\$300,000	\$200,000	\$160,000	\$140,000

	2011-12	2012-13	2013-14	2014-15	2015-16 (up to February 2016)
Case management service fees and pre-employment training course fees paid to service providers	\$23.4 million	\$21 million	\$19.6 million	\$16 million	\$18.7 million

Employers who provide on-the-job training to YETP trainees are entitled to a maximum training allowance of \$3,000 per month per trainee. The allowance payable to the employers varies with the duration of the on-the-job training period which ranges from 6 to 12 months depending on the training contents of the posts offered. Trainees who undergo on-the-job training are each entitled to reimbursement of course and examination fees up to \$4,000 for attending relevant off-the-job training courses. They may choose flexibly to receive various employment support services and attend the pre-employment training courses according to their interests and employment needs. The trainees may participate in different activities under YETP and the duration of their participation varies greatly. LD does not keep information on the unit cost of case management service and the pre-employment training cost per trainee.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)141

(Question Serial No. 7074)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Employment Programme for the Middle-aged (EPM), please provide the following figures for each year since its inception:

- (a) the amount of allowance granted to employers and the number of cases, with a breakdown by industry;
- (b) the administrative cost required and whether the effectiveness of EPM has been reviewed.

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 630)

Reply:

The information sought is provided as follows:

- (a) The amount of training allowance granted in the past 5 financial years and a breakdown of the placements secured under EPM in the past 5 years by industry are as follows:
 - (i) Amount of training allowance granted

Year	Amount (\$million)
2011-12	3.0
2012-13	2.5
2013-14	3.3
2014-15	4.1
2015-16 (as at the end of February)	2.4

(ii) Number of placements by industry

Industry	No. of placements				
	2011	2012	2013	2014	2015
Real estate and business services	676	540	579	684	572
Community, social and personal services	463	497	468	385	337
Manufacturing	403	318	275	288	238
Wholesale and retail trades	347	296	400	460	559
Import/export trade	316	184	142	105	118
Restaurants and hotels	168	155	317	320	351
Construction	100	135	72	76	85
Transport, storage and communications	85	91	102	84	111
Others	276	284	207	162	170
Total	2 834	2 500	2 562	2 564	2 541

- (b) EPM is implemented by staff of various job centres among their other duties, and the manpower and administrative cost involved cannot be separately identified. LD conducts surveys regularly to find out the retention status of those placed into employment under EPM. According to the survey conducted in October 2015, about 78% of the cases achieved a retention period of 4 months or above and 64% stayed in employment for 6 months or more.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)142

(Question Serial No. 7171)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Regarding the publicity and educational work relating to foreign domestic helpers (FDHs), please provide the expenditure involved and specific details in the past 5 years.
- (b) Please provide the estimated expenditure and specific details of the publicity and educational work in the coming year.

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 778)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) organises from time to time publicity and educational activities targeting FDHs and their employers to assist them in understanding their respective rights and obligations under the Employment Ordinance (EO) and the Standard Employment Contract, as well as the consequences of non-compliance, etc. In the past 5 years, besides producing practical guides, leaflets and posters in a number of FDHs' mother languages, and widely distributing relevant publications at places including the airport (for newly-arrived FDHs through non-government organisations), the consulates concerned and offices of various government departments, LD also uploaded these publicity materials and videos on FDHs' rights to its website for public viewing. Moreover, LD staged roving exhibitions, placed advertisements in local Indonesian and Filipino newspapers usually read by FDHs and broadcast television and radio Announcements in the Public Interest (APIs) to provide relevant information. In addition to the promotion of employment rights, LD added to its publicity materials such information as methods to deal with situations of intrusion of personal safety and channels for lodging complaints, and widely distributed information cards with points to note for FDHs working in Hong Kong, in order to

increase FDHs' awareness of safeguarding themselves. Meanwhile, LD reminds employers of their obligations and the need to treat FDHs well through distributing leaflets specifically produced for employers, broadcasting television and radio APIs, etc.

In order to step up its promotion and education efforts to enhance FDHs' awareness of their employment rights, LD staged information kiosks at popular gathering places of FDHs, such as Victoria Park, Chater Garden and Statue Square, during their rest days to screen publicity videos and distribute information packs. Publicity videos on FDHs' employment rights produced in their mother languages were screened at the video walls outside Victoria Park and the Urban Council Centenary Garden. Besides, LD has intensified collaboration with the consulates of major FDH-sending countries in Hong Kong by participating in briefings for newly-arrived FDHs and major social/cultural events organised by these consulates for their nationals in Hong Kong to answer queries about their employment rights and provide relevant information. Figures on the activities are as follows:

	2011-12	2012-13	2013-14	2014-15	2015-16	Total
Briefings	2	3	1	8	45	59
Roving exhibitions	5	6	6	6	6	29
Newspaper advertisements	8	8	22	27	36	101
Information kiosks	4	4	4	7	6	25

In the 5 years from 2011-12 to 2015-16, the expenditures on FDH-related publicity and educational work were \$1.17 million, \$1.16 million, \$1.36 million, \$2.28 million and \$2.49 million respectively.

- (b) In 2016-17, LD will continue to assist FDHs and their employers in understanding their respective rights and obligations under EO and the Standard Employment Contract, the consequences of non-compliance, etc. through various channels and a range of educational and publicity activities. In addition to the above activities, LD will soon publish a leaflet on the points to note for FDHs, employers and employment agencies to promote better understanding of their respective rights and obligations. LD's estimated expenditure on the above publicity activities for 2016-17 is \$2.36 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)143

(Question Serial No. 5576)

Head: (90) Labour Department

Subhead (No. & title): (002) Allowances

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

As mentioned in Head 90 of the 2016-17 Budget, the Labour Department (LD) provides labour market information to ethnic minorities (EMs). In this connection, would the Government advise this Committee:

- (a) how LD facilitates EMs' access to information;
- (b) of the number of cases in which LD's services were provided to EMs in 2014-15 and 2015-16; and the number of translation and interpretation services used by LD in providing services to them;
- (c) of the number of successful placements for EMs among these requests for assistance;
- (d) of the overall placement rate in the corresponding period of 2014-15?

Asked by: Hon CHEUNG Kwok-che (Member Question No. 751)

Reply:

The information sought is provided as follows:

- (a) LD canvasses suitable vacancies for EMs on an ongoing basis. Key information (e.g. post title, industry, working hours, salary, district of work, educational requirements and application procedures) on all vacancies advertised through LD is translated and shown in Chinese and English on the Interactive Employment Service (iES) website, its mobile applications and vacancy search terminals installed at various locations of the territory. A dedicated webpage in English is set up under the iES website to provide employment information to EM job seekers who do not understand Chinese. Apart from a brief introduction on the tailor-made employment services for EMs provided by LD, the dedicated webpage

also posts vacancies which are open to applicants with no or little knowledge of Chinese (with all information shown in English), successful employment stories of EMs and information on large-scale and district-based inclusive job fairs.

EM job seekers are also welcome to visit LD's 13 job centres throughout the territory or call the Telephone Employment Service to enquire about the details of the vacancies and request for job referrals where necessary. Services are provided by LD staff in Chinese and English. Resource corners are also set up in all job centres to provide employment information to EM job seekers. Tailor-made employment briefings for EMs are regularly organised by job centres to help them understand the latest employment market situation and improve job search skills. Besides, EMs may also meet employment officers for in-depth interviews to obtain personalised job search advice, employment market information and information on training/retraining courses according to their individual needs. LD has also made arrangements with non-governmental organisations (NGOs) to provide telephone simultaneous interpretation service, as necessary, for EM job seekers who speak neither Chinese nor English.

In 2016-17, LD will continue to organise large-scale and district-based inclusive job fairs in order to enhance the employment opportunities of EMs and facilitate the dissemination of employment information. Job seekers, including EMs, may submit job applications and attend interviews on the spot. Training bodies and social service organisations are also invited to provide information on the courses and support services available to EMs at the inclusive job fairs, so as to assist them in enhancing their job skills. LD will also continue to collaborate with NGOs serving EMs to provide simultaneous interpretation service to EM job seekers at the venues.

In order to promote wider awareness of LD's employment services among EM job seekers, relevant publicity materials are translated into English and 6 EM languages (including Hindi, Bahasa Indonesia, Nepali, Tagalog, Thai and Urdu) for distribution through different channels, such as the Support Service Centres for Ethnic Minorities of the Home Affairs Department, the Registration of Persons Office of the Immigration Department, NGOs serving EMs, religious bodies and community networks of the Police Community Relations Office of the Hong Kong Police Force. The electronic version of these materials is uploaded to the Multi-language Platform on the GovHK website and the dedicated webpage for EM job seekers under the iES website for public viewing. The job centres have also established liaison with EM organisations, NGOs serving EMs, religious bodies and schools in their respective districts to disseminate employment information regularly.

- (b) In 2014 and 2015, there were respectively 901 and 994 EM job seekers registered for LD's employment services. Over the same period, the staff of job centres briefed 313 and 1 467 EM job seekers on the interpretation service and, in light of their needs, arranged interpretation service on 16 and 15 occasions respectively.

- (c)-(d) In 2014 and 2015, the numbers of placements secured for EM job seekers through LD's referral services were 65 and 75 respectively. 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, around 99% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers, including EMs, who have found work through direct application, are not required to report their placements to LD. Therefore, LD does not have figures on the placement rate.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)144

(Question Serial No. 6522)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the number of employees with disabilities undergoing the productivity assessment of employees with disabilities under the Statutory Minimum Wage (SMW) regime in the past 3 years (with a breakdown by type of disabilities)? What were the numbers of approved assessors conducting the above assessments and assessments conducted each year? What were the assessment results (with a breakdown by degree of productivity) after the above assessments were completed?

Asked by: Hon CHEUNG Kwok-che (Member Question No. 1102)

Reply:

The numbers of employees with disabilities who completed the productivity assessment under the SMW regime, approved assessors conducting these assessments and assessments conducted in 2013, 2014 and 2015 are provided as follows:

	2013	2014	2015
No. of employees with disabilities*	68	70	79
No. of approved assessors*	45	53	47
No. of assessments	69	74	81

* Some employees/assessors were involved in more than 1 assessment.

A breakdown of the above numbers of employees by type of disabilities is provided as follows:

Type of disabilities	No. of employees^		
	2013	2014	2015
Intellectual disability	52	41	63
Mental illness	12	21	11
Autism	12	5	8
Speech impairment	5	2	4
Physical disability	2	5	3
Hearing impairment	2	1	3
Visceral disability/chronic illness	-	5	3
Attention deficit/hyperactivity disorder	1	-	-
Specific learning difficulties	1	-	-
Visual impairment	-	1	-

^ Some employees had more than 1 type of disabilities.

A breakdown of the above assessments by degree of productivity in the assessment results is provided as follows:

Degree of productivity	No. of assessments		
	2013	2014	2015
50% or below	2	1	-
Above 50% - 60%	7	11	6
Above 60% - 70%	27	14	23
Above 70% - 80%	21	24	28
Above 80% - 90%	11	16	19
Above 90% - 100%	1	8	5
Total	69	74	81

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)145****(Question Serial No. 3978)**Head: (90) Labour DepartmentSubhead (No. & title): (700) General non-recurrentProgramme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

The Work Incentive Transport Subsidy (WITS) Scheme of the Labour Department has provided applicants the option of applying for the subsidy on an individual or household basis since 2013. Please provide a yearly breakdown of the number of applications and the amount of subsidy granted by individual-based application and household-based application.

Asked by: Hon Albert HO Chun-yan (Member Question No. 53)Reply:

A breakdown of the numbers of applications received and applications granted the subsidy; as well as the amounts of subsidy granted under the WITS Scheme by individual-based application and household-based application in 2013, 2014 and 2015 is tabulated below:

Year	No. of applications*/ Amount of subsidy granted	Individual-based application	Household-based application	Total
2013^	No. of applications received	23 436	44 686	68 122
	No. of applications granted the subsidy	18 808	44 452	63 260
	Amount of subsidy granted (\$million)	66.3	213.9	280.2
2014	No. of applications received	51 803	33 175	84 978
	No. of applications granted the subsidy	46 576	31 195	77 771
	Amount of subsidy granted (\$million)	191.8	156.6	348.4

Year	No. of applications*/ Amount of subsidy granted	Individual-based application	Household-based application	Total
2015	No. of applications received	46 968	31 310	78 278
	No. of applications granted the subsidy	43 602	28 237	71 839
	Amount of subsidy granted (\$million)	181.9	146.0	327.9

* Applications received towards year-end may be approved in the following year; and hence the number of applications granted the subsidy each year does not necessarily reflect the approval results of the applications received in the year.

^ Individual-based applications could be submitted in July 2013 at the earliest for retrospective subsidy payment from January 2013.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)146

(Question Serial No. 7202)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What measures does the Government take to enhance foreign domestic helpers' (FDHs) understanding of their statutory and contractual rights and obligations? A previous survey showed that FDHs mainly approached consulates and trade unions to get access to the relevant information. What measures does the Government take to reinforce its role in enhancing FDHs' understanding of the Government's work? What is the expenditure involved?

Asked by: Hon Emily LAU Wai-hing (Member Question No. 23)

Reply:

The Labour Department (LD) organises from time to time publicity and educational activities targeting FDHs and their employers to assist them in understanding their respective rights and obligations under the Employment Ordinance and the Standard Employment Contract, as well as the consequences of non-compliance, etc. These promotional activities include: production of practical guides, leaflets and posters in a number of FDHs' mother languages and wide distribution of relevant publications at places including the airport (for newly-arrived FDHs through non-government organisations), the consulates concerned and offices of various government departments. These publicity materials and videos on FDHs' rights are also uploaded to LD's website for public viewing. Meanwhile, LD reminds employers of their obligations and the need to treat FDHs well through distributing leaflets specifically for employers and broadcasting television and radio Announcements in the Public Interest (APIs).

Since 2014, LD has stepped up its publicity and education efforts to further enhance FDHs' understanding of their employment rights. Apart from staging roving exhibitions and placing advertisements in local Indonesian and Filipino newspapers usually read by FDHs, LD has increased the frequency of staging information kiosks at popular gathering places of FDHs, such as Victoria Park, Chater Garden and Statue Square, during their rest days to

screen publicity videos and distribute information packs. It has also arranged publicity videos on FDHs' employment rights produced in their mother languages to be screened on the video walls outside Victoria Park and the Urban Council Centenary Park. At the same time, LD has added to its APIs such information as methods to deal with situations of intrusion of personal safety and channels for lodging complaints, so as to increase FDHs' awareness of safeguarding themselves.

Apart from the above activities, LD has also intensified collaboration with the consulates of major FDH-sending countries in Hong Kong by frequently participating in briefings for newly-arrived FDHs and major social/cultural events organised by these consulates for their nationals in Hong Kong to promote among FDHs key information on their employment rights and Government channels for seeking redress. LD also distributes information packs, booklets and information cards with points to note to FDHs working in Hong Kong. Besides, the Government has established a regular liaison mechanism with the consulates concerned for information sharing and coordination of related educational and publicity activities.

In 2016-17, LD will continue to carry out the above publicity activities and the estimated expenditure is \$2.36 million (excluding staff cost). LD will soon publish and distribute a leaflet on the points to note for FDHs, employers and employment agencies to promote better understanding of their respective rights and obligations.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)147

(Question Serial No. 7203)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding intermediaries for foreign domestic helpers (FDHs), would the Government advise this Committee of:

- (a) the number of intermediaries for FDHs in the past 3 years;
- (b) the number of complaints against intermediaries for FDHs and, of which, the number of complaints lodged by FDHs in the past 3 years;
- (c) the number of inspections to intermediaries for FDHs and, of which, the number of proactive inspections conducted in the past 3 years;
- (d) details of the non-compliance cases detected in the above inspections in the past 3 years;
- (e) the number of prosecutions taken out against intermediaries for FDHs for breaches of regulations and details of the charges in the past 3 years;
- (f) the manpower for conducting investigations and inspections to intermediaries for FDHs in the past 3 years; whether the Government has assessed the adequacy of the existing manpower in handling the cases; and whether it will consider employing additional manpower to address the problem?

Asked by: Hon Emily LAU Wai-hing (Member Question No. 24)

Reply:

The information sought is provided as follows:

(a), (b), (c)&(e):

	2013	2014	2015
(a) Number of employment agencies (EAs) which provide FDHs placement service	1 253	1 307	1 342
(b) Number of complaints against EAs which provide FDHs placement service*	194	170	176
(c) Number of inspections to EAs which provide FDHs placement service *	1 013	1 352	1 348
(e) Number of successful prosecutions taken out against EAs which provide FDHs placement service	4	3	11
The breaches involved overcharging of commission from FDHs, unlicensed operation of EAs, failure to display the licence and the schedule specifying the maximum commission which may be received from job seekers, and failure to notify the Labour Department of changes in management within specified time.			

* The Labour Department (LD) does not keep a breakdown by identity of complainants or the number of proactive inspections conducted.

- (d) In the past 3 years, the breaches of regulations detected by LD's Employment Agencies Administration (EAA) during inspections to EAs which provided FDHs placement service mainly included overcharging of commission from FDHs, unlicensed operation of EAs, failure to display the licence and the schedule specifying the maximum commission which may be received from job seekers and failure to maintain proper records.
- (f) In 2013-14, 2014-15 and 2015-16, there were respectively 5, 8 and 11 Labour Officer Grade staff in EAA responsible for the administration of Part XII of the Employment Ordinance and Employment Agency Regulations, and/or other duties such as drafting a code of practice for EAs. LD will review the manpower arrangement as appropriate. In 2016-17, 4 Labour Officer Grade staff will be added to EAA to tighten regulation on EAs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)148

(Question Serial No. 7204)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the numbers and details of activities organised by the Government in the past 3 years to promote the rights of foreign domestic helpers (FDHs)? What were the manpower and expenditure involved? Were visits made directly to employment agencies or parks to seek their views? Given the increasing number of FDHs coming to work in Hong Kong, has the Government assessed if there is adequate manpower to handle the promotional work? Will it consider employing additional manpower in this respect?

Asked by: Hon Emily LAU Wai-hing (Member Question No. 46)

Reply:

The Labour Department (LD) organises from time to time publicity and educational activities targeting FDHs and their employers to assist them in understanding their respective rights and obligations under the Employment Ordinance and the Standard Employment Contract, as well as the consequences of non-compliance, etc. In the past 3 years, LD produced practical guides, leaflets and posters in a number of FDHs' mother languages and widely distributed relevant publications at places including the airport (for newly-arrived FDHs through non-government organisations), the consulates concerned and offices of various government departments. These publicity materials and videos on FDHs' rights were also uploaded to LD's website for public viewing. In addition, LD staged roving exhibitions, placed advertisements in local Indonesian and Filipino newspapers usually read by FDHs, and broadcast television and radio Announcements in the Public Interest. At the same time, LD added to its publicity materials such information as methods to deal with situations of intrusion of personal safety and channels for lodging complaints, so as to increase FDHs' awareness of safeguarding themselves.

In order to step up its promotion and education efforts to enhance FDHs' understanding of their employment rights, LD staged information kiosks at popular gathering places of FDHs, such as Victoria Park, Chater Garden and Statue Square, during their rest days to screen

publicity videos and distribute information packs. Publicity videos on FDHs' employment rights produced in their mother languages were screened on the video walls outside Victoria Park and the Urban Council Centenary Garden. Besides, LD has intensified collaboration with the consulates of major FDH-sending countries in Hong Kong by participating in briefings for newly-arrived FDHs and major social/cultural events organised by these consulates for their nationals in Hong Kong to answer queries about their employment rights and provide relevant information. Figures on the activities are as follows:

	2013-14	2014-15	2015-16	Total
Briefings	1	8	45	54
Roving exhibitions	6	6	6	18
Newspaper advertisements	22	27	36	85
Information kiosks	4	7	6	17

In 2013-14, 2014-15 and 2015-16, the expenditures on the related promotional work were \$1.36 million, \$2.28 million and \$2.49 million respectively. As the existing staff of LD were responsible for the promotional work, the manpower and staff cost involved could not be separately identified. In 2015-16, there was 1 additional Labour Officer Grade staff in LD to promote a better understanding of the respective rights and obligations of FDHs and employers. LD will review its manpower from time to time, assess the effectiveness of its promotional work and make appropriate adjustments when necessary.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)149

(Question Serial No. 7205)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

In the past 3 years, how many complaints against foreign domestic helpers (FDHs) and their intermediaries were received from employers? What were their percentage share in the total number of complaints? What were the manpower and expenditure involved in handling the related matters? Will the Government allocate additional resources to handle complaints lodged by employers against FDHs and their intermediaries? If yes, what are the details?

Asked by: Hon Emily LAU Wai-hing (Member Question No. 47)

Reply:

In 2013, 2014 and 2015, the Employment Agencies Administration (EAA) of the Labour Department received respectively 194, 170 and 176 complaints against employment agencies (EAs) that provided placement service for FDHs, representing 89%, 93% and 87% of the total number of complaints respectively. EAA does not keep a breakdown by identity of complainants or the statistics on complaints lodged by employers against FDHs.

In 2013-14, 2014-15 and 2015-16, there were respectively 5, 8 and 11 Labour Officer Grade staff in EAA. They are responsible for the administration of Part XII of the Employment Ordinance and the Employment Agency Regulations through conducting inspections to EAs and investigating complaints, as well as other duties such as drafting a code of practice for EAs, and hence the manpower and expenditure involved cannot be separately identified. In 2016-17, 4 Labour Officer Grade staff will be added to EAA to tighten regulation on EAs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)150

(Question Serial No. 4449)

Head: (90) Labour Department

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

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under this Programme, there will be a net increase of 19 posts this year. Would the Government advise whether the duties of these new posts will include publicity and enforcement targeting outdoor workplaces with a higher risk of heat stroke?

Please provide in table form the estimates on the above work for this year:

- (a) the manpower, staff establishment, and salary and staff benefits involved in carrying out the work;
- (b) the work details and expenditure involved;
- (c) the number of prosecutions and successful convictions last year.

Asked by: Hon LEUNG Kwok-hung (Member Question No. 124)

Reply:

There will be a net increase of 16 posts in the Labour Department (LD) in 2016-17 to step up efforts in inspections and enforcement as well as publicity and promotion in respect of occupational safety and health (OSH), including publicity and enforcement targeting outdoor workplaces with a higher risk of heat stroke. Other information sought is provided as follows:

- (a) Publicity and enforcement work on heat stroke prevention is an integral part of LD's ongoing OSH work, and the manpower involved cannot be separately identified.
- (b) In 2016-17, LD will, in collaboration with the Occupational Safety and Health Council, as well as the relevant workers' unions and contractors, launch a promotional campaign on heat stroke prevention, targeting sectors which require outdoor work and

have a higher risk of heat stroke (such as the construction, cleansing and transport industries). The campaign will include television Announcements in the Public Interest, outreach promotional visits, educational video shows on mobile advertising media, radio broadcast and health talks. The estimated expenditure for the campaign is \$1.52 million. LD will also step up inspections to the relevant workplaces in hot season, targeting work processes with a higher risk of heat stroke, including outdoor cleansing work, construction works and transportation work such as airport baggage handling and container handling. The relevant inspection work is an integral part of LD's ongoing OSH work, and the estimated expenditure involved cannot be separately identified.

- (c) LD issued 27 warnings and 1 improvement notice in relation to heat stroke prevention in 2015. No prosecution was taken out.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)151

(Question Serial No. 4450)

Head: (90) Labour Department

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

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

One of the work items under this Programme is to provide support for the Standard Working Hours (SWH) Committee. I would like to know:

- (a) the manpower, staff establishment, and salary and staff benefits involved in carrying out the work in this year;
- (b) the details of the work plan and expenditure involved in this year;
- (c) the arrangements for the above manpower upon expiry of the 3-year term in this year.

Asked by: Hon LEUNG Kwok-hung (Member Question No. 125)

Reply:

The information sought is provided as follows:

- (a) In 2015-16, the Labour Department (LD) created 16 time-limited posts, comprising 13 Labour Officer Grade posts and 3 General Grade posts, to support the SWH Committee and its related work. The annual salaries (at mid-point) of these posts were \$10.80 million. Incumbents of these posts are entitled to staff benefits specified in their terms of appointment and the relevant government rules and regulations.
- (b) The SWH Committee is preparing a consultation document on the working hours policy directions being explored. The second-stage consultation is planned to be launched before the end of April 2016 to collect views from the public and relevant organisations for the SWH Committee's reference in preparing its report for submission to the Government. LD's revised estimated expenditure for supporting the SWH Committee and its related work in 2015-16 is \$7.32 million (excluding staff cost).

- (c) LD plans to retain the above 16 time-limited posts in 2016-17 to support the SWH Committee's remaining work and follow up on its report.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)152

(Question Serial No. 4451)

Head: (90) Labour Department

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

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

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. Regarding the work targeting illegal imported workers and employers of illegal workers, please provide:

- (a) the manpower, staff establishment, and salary and staff benefits involved in carrying out the work;
- (b) the total number of inspections conducted last year;
- (c) a comparison of the numbers of prosecutions taken out and successful convictions secured against employers and illegal workers in 2014-15 and last year;
- (d) the nationalities of the illegal workers prosecuted.

Asked by: Hon LEUNG Kwok-hung (Member Question No. 126)

Reply:

The information sought is provided as follows:

- (a) Combating illegal employment is part of the duties of labour inspectors who are also responsible for the enforcement of various labour laws. The manpower, staff establishment, salary and staff benefits involved cannot be separately identified.
- (b) In 2015, LD mounted 210 joint operations with the Police and ImmD to raid establishments suspected to have been involved in illegal employment.

- (c)&(d) Detected cases of illegal employment will be referred to ImmD or the Police for further follow-up. As the investigations and/or prosecutions are undertaken by other law enforcement departments, LD does not have statistics on the prosecution cases and the nationalities of the illegal workers concerned.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)153

(Question Serial No. 4452)

Head: (90) Labour Department

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

Programme: Not specified

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The estimate for this year's general departmental expenses will increase by 18.9% from \$263 million to \$313 million. Please give reasons for the increase in expenses. Why is last year's revised expenditure 12.9% lower than the original estimate?

Asked by: Hon LEUNG Kwok-hung (Member Question No. 127)

Reply:

The general departmental expenses of the Labour Department (LD) in 2015-16 have been revised from the original estimate of \$303 million to \$263 million (a decrease of 12.9%). This is mainly owing to the lower-than-expected expenses on employment programmes, such as a decrease in the number of trainees enrolled under the Youth Employment and Training Programme (YETP).

The estimate for the general departmental expenses of LD in 2016-17 is \$313 million, representing an increase of 18.9% over the revised estimate for 2015-16. It mainly covers the provision earmarked for enhancing LD's services and responding to increasing public demand for its services, such as exploring with employers and various organisations to offer a variety of services under YETP so as to provide more young people with appropriate pre-employment training, on-the-job training and employment support services.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)154****(Question Serial No. 4453)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (3) Safety and Health at WorkControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

The Labour Department (LD) strengthens enforcement against industries or establishments with poor safety performance records. In addition to regular surprise inspections, please set out in table form the industries with poor safety performance records, the number of establishments with poor records in the respective industries, as well as the number of special enforcement campaigns launched, prosecutions taken out and convictions secured in the past year.

Asked by: Hon LEUNG Kwok-hung (Member Question No. 128)Reply:

The construction industry records the highest rate and number of fatal industrial accidents, while the food and beverage services account for the largest number of industrial accidents. The numbers of special enforcement campaigns targeted at these two industries launched by LD in 2015 are provided in the table below:

Industry	No. of special enforcement campaigns launched in 2015
Construction	8
Food and beverage services	4

The numbers of prosecutions taken out and convictions secured by LD against employers in the construction industry and food and beverage services in 2015 are provided in the table below:

Industry	No. of prosecutions taken out in 2015	No. of convictions secured in 2015*
Construction	2 000	1 384
Food and beverage services	288	265

Note: *The trial procedures involved in the prosecutions taken out in 2015 may not be completed in the same year. As a result, the number of convictions secured in 2015 does not correspond to the number of prosecutions taken out in the same year.

LD does not keep the number of establishments with poor safety performance records in the respective industries.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)155

(Question Serial No. 4755)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

As mentioned under Matters Requiring Special Attention in 2016-17 in Volume I of the Budget on Page 687, a dedicated employment information e-platform will be established for job seekers with higher education. Regarding the above plan, would the Government provide:

- (a) the timetable for implementing the plan;
- (b) the purpose of the plan (please explain clearly the definition of “higher education” mentioned in Paragraph 14 in Volume I of the Budget on Page 687);
- (c) the reasons for implementing the plan;
- (d) the specific details of the plan (for example, if a mobile application for the e-platform will be provided under the plan, please set out the services under the plan and the channels for providing the services);
- (e) the initial cost for the e-platform, including the staff establishment (please set out the ranks of the staff required, specific details and scope of work, number of staff and their salaries) and other estimated expenditure;
- (f) the operating cost of the e-platform, including the staff establishment (please set out the ranks of the staff required, specific details and scope of work, number of staff and their salaries) and other estimated expenditure;
- (g) the anticipated number of beneficiaries of the plan?

Asked by: Hon MA Fung-kwok (Member Question No. 58)

Reply:

The information sought is provided as follows:

- (a)-(d) As pointed out in the report on population policy published by the Government in 2015, it is imperative for Hong Kong, in addition to nurturing local talent, to adopt a proactive approach to attract and bring in professionals from around the world to work here to meet the huge demand for talent to support the development of Hong Kong's high value-added industries. To strengthen employment support for persons with higher education, in particular Hong Kong students who are educated in overseas tertiary institutes, the second generation of Hong Kong emigrants who are interested in working in Hong Kong, as well as persons from overseas with higher academic/professional qualifications, the Labour Department (LD) will set up a dedicated employment information e-platform in the fourth quarter of 2016. The e-platform aims to enhance their understanding of the Hong Kong labour market and facilitate their search and application for suitable job openings through the new dedicated webpage. Job seekers with post-secondary education are welcome to use the e-platform. LD will consider whether there is room for further development of the services, including whether mobile application should be made available, by taking into account the actual operation and usage of the e-platform.
- (e)-(f) There will be 3 additional staff in LD to take forward the above new initiative for 3 years starting from 2016-17. The estimated expenditure for 2016-17 is \$1.35 million (excluding staff cost). LD will prepare the future estimate of expenditure in light of the actual situation, after the introduction of this new initiative, including the development of the services.

The ranks and salary ranges of the 3 new posts are as follows:

Rank	No. of posts	Salary range (monthly)
Labour Officer	1	\$63,095 - \$95,215
Assistant Labour Officer II	2	\$25,505 - \$47,235
Total	3	

The duties of the above posts include overseeing the design and programming of the webpage, collaborating with relevant overseas and local bodies to promote the new initiative, handling the daily operation of the e-platform, monitoring its usage and assessing its effectiveness, so that the service can be further improved and developed.

- (g) As the number of e-platform service users will be affected by many factors, including the prevailing labour market situation, the number of users cannot be estimated at this stage. After the introduction of this new initiative, LD will monitor the usage and data of the e-platform to assess its effectiveness.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)156

(Question Serial No. 4756)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

As mentioned in the second bullet point of paragraph 14 on page 687 of Volume I of the Estimates, the Government will engage a non-governmental organisation (NGO) under a pilot scheme to help job seekers with disabilities in need of counselling service. Regarding the above pilot scheme, please provide the following information:

- (a) the implementation timetable for the pilot scheme;
- (b) the scope and specific details of the counselling service to be provided under the pilot scheme;
- (c) the reasons for engaging an NGO to provide supporting counselling services;
- (d) the staff establishment and estimated expenditure required for the pilot scheme;
- (e) the expected number of beneficiaries of the pilot scheme;
- (f) the assessment method, criteria or indicator for the effectiveness of the pilot scheme;
- (g) the next step to be taken if the pilot scheme achieves positive results.

Asked by: Hon MA Fung-kwok (Member Question No. 59)

Reply:

The information sought is provided as follows:

- (a)-(c) To strengthen employment support for persons with disabilities who are fit for open employment, the Labour Department (LD) will launch a 2-year pilot scheme, under which an NGO with relevant professional knowledge and experience in

counselling will be engaged to provide needy job seekers with disabilities with intensive psychological/emotional counselling. LD hopes that the counselling service can relieve persons with disabilities of emotional disturbances arising from their disabilities and personal or family problems, so that they can concentrate on job search and adapt to the new job as soon as possible, thereby realising their full potential at work. The scheme is expected to be launched in the third quarter of 2016.

- (d) The pilot scheme will be implemented by LD's existing staff. The estimated expenditure for procurement of counselling service from the NGO for the 2-year pilot scheme is about \$500,000.
- (e) It is estimated that about 130 job seekers with disabilities registered with LD for employment services are in need of the counselling service each year under the pilot scheme.
- (f)-(g) Upon completion of the pilot scheme, LD will conduct a review on different aspects, including factors such as feedback from persons with disabilities who have received the counselling service and the service performance in alleviating their emotional problems, so as to assess the effectiveness of the pilot scheme. LD will map out the way forward in light of the review findings.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)157****(Question Serial No. 4110)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: Not specifiedControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the engagement of outsourced workers, please provide the following information:

	2015-16 (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 the Mandatory Provident Fund (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 2014-15

Asked by: Hon WONG Kwok-hing (Member Question No. 91)

Reply:

The information sought is provided as follows:

	2015-16
Number of outsourced service contracts	12 (-8%)
Total payments to outsourced service providers (\$million)	10.071 (-6%)
Duration of service of each outsourced service provider (Note 1)	12 to 36 months (0%)
Number of outsourced workers engaged through outsourced service providers	56 (-3%)
Details of the positions held by outsourced workers (e.g. customer service, property management, security, cleansing and information technology)	Cleansing, security service, employment counselling 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	5 (+150%)
• \$6,501 to \$8,000	3 (-50%)
• \$6,240 to \$6,500	0 (-100%)
• under \$6,240	18 (+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	

Please see Note 3.

Percentage of outsourced workers against the total number of staff in the Department	2.3% (-0.2%)
Percentage of payments to outsourced service providers against the total staff costs of the Department	0.9% (-0.2%)
Number of workers who received severance payment/long service payment/contract gratuity	Please see Note 3.
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 2014-15

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 Labour Department (LD) of the salaries of their workers. 18 workers with monthly salary below \$6,240 were part-time workers.

Note 3: The outsourced service contracts of 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.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)158****(Question Serial No. 4111)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: Not specifiedControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the engagement of agency workers, please provide the following information:

	2015-16 (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 the Mandatory Provident Fund (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 2014-15

Asked by: Hon WONG Kwok-hing (Member Question No. 92)

Reply:

The information sought is provided as follows:

	Type of contract	2015-16 (Note 1)
Number of contracts with employment agencies	T-contract (Note 2)	10 (0%)
	Others	3 (0%)
Contract sum paid to each employment agency (\$million) (Note 3)	T-contract	0.14 to 7.99 (+5%)
	Others	0.02 to 0.31 (-66%)
Duration of service of each employment agency (Note 3)	T-contract	12 months (0%)
	Others	6 to 9 months (0%)
Number of agency workers (Note 3)	T-contract	1 to 28 (-3%)
	Others	3 to 26 (-7%)
Details of the positions held by agency workers	T-contract	Information technology
	Others	Order processing, data input
Monthly salary range of agency workers		
• \$30,001 or above	T-contract	64 (+64%)
	Others	-
• \$16,001 to \$30,000	T-contract	20 (-59%)
	Others	-
• \$8,001 to \$16,000	T-contract	-
	Others	33 (-20%)

• \$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	Please see Note 4.	
Percentage of agency workers against the total number of staff in the Department	T-contract	3.5% (-0.3%)
	Others	1.4% (-0.4%)
Percentage of payments to employment agencies against the total staff costs of the Department	T-contract	4.1% (-0.2%)
	Others	0.3% (-0.1%)
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		

() Change in percentage as compared with 2014-15

Note 1: Figures as at 30 September 2015.

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 into 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.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)159****(Question Serial No. 4112)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: Not specifiedControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the employment of non-civil service contract (NCSC) staff, please provide the following information:

	2015-16 (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 the Mandatory Provident Fund (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 2014-15*

Asked by: Hon WONG Kwok-hing (Member Question No. 93)

Reply:

The information sought is provided as follows:

	2015-16 (the latest position) (Note 1)
Number of NCSC staff	169 (-7.7%)
Details of the positions held by NCSC staff	(Note 2)
Payroll costs of NCSC staff	\$27.7 million (1.1%)
Monthly salary range of NCSC staff	
• \$30,001 or above	5 (25%)
• \$16,001 to \$30,000	51 (-1.9%)
• \$8,001 to \$16,000	113 (-11%)
• \$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	37 (42.3%)
• 5 to 10 years	36 (-26.5%)
• 3 to 5 years	38 (-20.8%)
• 1 to 3 years	40 (2.6%)
• under 1 year	18 (-14.3%)
Number of NCSC staff successfully appointed as civil servants	8 (166.7%) (Note 3)
Percentage of NCSC staff against the total number of staff in the Department	6.9% (-0.9%)

	2015-16 (the latest position) (Note 1)
Percentage of staff costs for NCSC staff against the total staff costs of the Department	4.2% (-0.4%)
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	159 (-9.7%)
Number of NCSC staff without paid meal break (Note 4)	10 (42.9%)
Number of NCSC staff working 5 days per week	142 (-7.8%)
Number of NCSC staff working 6 days per week	27 (-6.9%)

() Change in percentage as compared with 2014-15

Note 1: Figures are as at 31 December 2015.

Note 2: The particulars of the NCSC posts are:

Service Area	Post Title
Operational Support	Chinese Medicine Advisor Programme Officer Investigation Adviser/Investigation Officer Senior Clerk/Clerk
Information Technology (IT)	IT Support Officer Senior Technical Support Officer/Technical Support Officer
Publicity	Information Assistant

Note 3: 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 4: The NCSC staff are remunerated on an hourly basis.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)160

(Question Serial No. 7214)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide a breakdown of the number of vacancies open to persons aged 50 or above in the market in each of the past 3 years by industry and job title. If such figures are not available, will the Government consider allocating additional resources, conducting relevant surveys and updating those figures yearly, so as to have an understanding of the effectiveness of the publicity for elderly employment, the incentive for enterprises and employers to employ mature persons, and whether there are enough vacancies in the market for mature employees to choose, in order to support them to stay in the employment market?

Asked by: Hon WONG Kwok-kin (Member Question No. 20)

Reply:

At present, employers can adopt various channels, either separately or concurrently, to recruit staff. The free recruitment service of the Labour Department (LD) is only one of the channels, and therefore the vacancies received do not necessarily reflect the overall labour market situation. Besides, employers who use the recruitment service are requested by LD to fulfil the statutory requirements and follow the relevant codes of practice against discrimination in employment. If LD finds any age restriction or discriminatory terms or requirements in vetting the vacancy information submitted by employers, it will not accept or display such vacancies unless the terms or requirements are based on genuine job needs. LD generally does not advertise vacancies with an age restriction and does not keep information on job openings for persons aged 50 or above.

In addition, to attract mature persons to stay in or return to the employment market, LD has encouraged employers, through various publicity channels and a range of educational and promotional activities, to adopt friendly employment practices for mature persons at workplaces, having regard to the individual circumstances of their enterprises. LD will also collect feedback from various stakeholders from time to time to help assess the

effectiveness of its promotional work for friendly employment practices for mature persons and adjust the promotional strategy.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)161****(Question Serial No. 6778)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide a breakdown, by course type and nationality/race (e.g. Indonesian, Filipino, Indian, Pakistani, Nepalese, Japanese, Thai, Korean, other Asian and White), of the number of ethnic minorities enrolled in courses offered by the Employees Retraining Board in each of the past 3 years.

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 390)Reply:

For the past 3 years, the number of trainees enrolled in dedicated courses for ethnic minorities offered by the Employees Retraining Board (ERB) by course type are as follows -

Course Type	Number of Ethnic Minority Trainees		
	2013-14	2014-15	2015-16¹
Placement-tied Courses	210	100	80
Non-placement-tied Courses	160	280	230
Total	370	380	310

ERB does not keep the breakdown on the nationality/race of ethnic minorities enrolled in the courses.

¹ Estimated figures as at February 2016.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)162****(Question Serial No. 6782)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)Director of Bureau: Secretary for Labour and WelfareQuestion:

Did the Employees Retraining Board offer any training courses on language and vocational skills dedicated for ethnic minorities in the past 3 years? If yes, what were the details (including the content and number of courses and the number of participants)? If no, what were the reasons?

Is there any review of the existing courses and policy for ethnic minorities? If yes, what are the details? If no, what are the reasons?

Asked by: Dr Hon Fernando CHEUNG Chiu-hung (Member Question No. 394)Reply:

The Employees Retraining Board (ERB) offers dedicated courses for ethnic minorities covering vocational training for 11 industry categories (namely property management & security, electrical & mechanical services, construction & renovation, beauty therapy, hairdressing, healthcare services, social services, business, catering, hotel, and tourism), and language training including workplace Cantonese, workplace Putonghua, workplace Chinese (reading and writing) and English, etc. The number of courses concerned and the number of enrolled trainees in the past three years are as follows -

Dedicated Courses for Ethnic Minorities	2013-14		2014-15		2015-16	
	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees ¹
Vocational Training Courses	18	230	15	150	17	140
Language Training Courses	5	50	7	120	8	140

¹ Estimated figures as at February 2016.

Furthermore, ERB offers dedicated training courses for ethnic minorities on generic skills including the application of information technology, interpersonal and job search skills, etc.

ERB reviews from time to time the training courses and services for ethnic minorities, and in the process takes into consideration the opinions of the stakeholders, including the findings of trainee opinion surveys. ERB also holds regular meetings with the Focus Group on Training for Ethnic Minorities to identify training and employment needs of ethnic minorities, and to discuss ways to enhance the effectiveness of promotion to ethnic minorities. The focus group comprises representatives of ethnic minority groups, social services organisations, training bodies, employers and relevant government bodies.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)163

(Question Serial No. 3472)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the estimated expenditure of the Continuing Education Fund (CEF), will the Government provide the following information:

- (a) the expenditure of the CEF in the past 3 years and the estimated expenditure for 2016-17;
- (b) the number of applicants under the CEF in the past 3 years;
- (c) the number of existing reimbursable courses and the number of such courses in relation to information and communications technology (ICT);
- (d) the average tuition fees of the existing reimbursable courses in relation to ICT; and
- (e) whether it has reviewed the upper limit of CEF subsidy. If yes, what are the figures? If no, what are the reasons?

Asked by: Hon Charles Peter MOK (Member Question No. 115)

Reply:

The information sought is provided as follows -

- (a) In 2013-14, 2014-15 and 2015-16 (as at 31 January 2016), the expenditure of the Continuing Education Fund (CEF) was \$210 million, \$190 million and \$140 million respectively. The estimated expenditure for 2016-17 is \$180 million.
- (b) In 2013-14, 2014-15 and 2015-16 (as at 31 January 2016), the number of applications received by the Office of CEF was 35 880, 32 849 and 25 911 respectively.

- (c) As at 31 January 2016, a total of 7 941 courses were reimbursable under CEF (reimbursable courses). These courses included those falling within 8 specified domains¹ and those designed in accordance with the Specification of Competency Standards (SCSs) under the Qualifications Framework. Among the courses designed based on SCSs, 4 of them were related to information and communications technology (ICT).
- (d) The average tuition fee of the above 4 ICT-related reimbursable courses is \$12,200.
- (e) At present, each eligible applicant may apply for reimbursement of 80% of the tuition fee for any reimbursable courses under CEF upon successful completion of the course, subject to a maximum sum of \$10,000. The tuition fees for most of the reimbursable courses under CEF are at or below \$10,000. The Government will conduct a review on CEF in 2016-17 to cater for the needs of the community. The scope of the review will include the amount and coverage of subsidies, and its application and reimbursement procedures.

¹ i.e. business services, financial services, logistics, tourism, creative industries, design, languages, as well as interpersonal and intrapersonal skills for the workplace.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)164

(Question Serial No. 4633)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour and Welfare Bureau indicates that it will continue to monitor the operation of the Continuing Education Fund and the implementation of the Manpower Development Scheme of the Employees Retraining Board in 2016-17. In this regard, how does the Government evaluate the cost-effectiveness of these two measures? Was there any review and enhancement on the measures in the past 3 years? If yes, the details? If not, the reasons?

Asked by: Hon James TIEN Pei-chun (Member Question No. 65)

Reply:

Regarding the Continuing Education Fund (CEF), the Labour and Welfare Bureau (LWB) has been working in collaboration with the Office of CEF and the Hong Kong Council for Accreditation of Academic and Vocational Qualifications to monitor its operation, including its use, supervision of CEF courses, applications and claims, etc. to ensure that it meets the needs of the community. Enhancement measures have been introduced in the past 3 years to improve the administration, such as the launch of an on-line checking service for CEF accounts, simplification of application forms, and extension of service hours of the drop-in box for application forms.

Regarding the Employees Retraining Board (ERB), LWB, as the housekeeping bureau, gives guidance to ERB on its direction and examines its annual programme of activities and budget. As one of the board members of ERB, the LWB's representative participates in the meetings of ERB and its committees. This facilitates LWB in overseeing and assessing the work of ERB in implementing the Manpower Development Scheme, which provides local residents aged 15 or above with education level at sub-degree or below with a variety of market-driven and employment-oriented training courses and services.

Over the past 3 years, LWB and ERB have updated the Memorandum of Administrative Arrangements to streamline the administrative arrangements like financial and personnel management. In the light of the market needs of the past 3 years, ERB continues to develop training courses with employment potential and introduces serial courses for various sectors to provide more training choices for serving employees and people between jobs. In addition, ERB has developed new dedicated courses and support services for groups with special needs, including mature persons, women, new arrivals, ethnic minorities, rehabilitated offenders, persons with disabilities and persons who have recovered from work injuries.

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