

2001年4月25日(星期三)
立法會會議席上
梁富華議員就“切實保障僱員法定權益”
提出的議案

議案措辭

“《僱傭條例》雖已實行多年，但至今仍經常有僱員在遇上勞資糾紛時未得到法定補償；而隨着本港就業模式改變，與僱傭事務相關的條例亦需相應予以修訂，令更多受僱人士得到法例的保障；就此，本會促請政府：

- (一) 放寬《僱傭條例》中有關“連續性合約”的定義，以合理地涵蓋受薪僱員，包括兼職工作的僱員；
- (二) 擴大《僱傭條例》適用範圍至包括以非公務員合約條款受聘的政府僱員；及
- (三) 向蓄意拖延繳付遣散費等法定款項的僱主施加懲罰措施，以確保切實保障僱員的法定權益。”

(Translation)

**Motion on “Effective protection of statutory rights
and benefits of employees”
to be moved by Hon LEUNG Fu-wah
at the Legislative Council meeting
on Wednesday, 25 April 2001**

Wording of the Motion

“That, although the Employment Ordinance has been in force for many years, it still happens that employees are often denied statutory compensation in the event of labour disputes; and in view of the changes in the employment patterns in Hong Kong, employment-related ordinances need to be amended accordingly so that more employed persons are protected by law; in this regard, this Council urges the Government to:

- (a) relax the definition of “continuous contract” in the Employment Ordinance to reasonably cover all paid employees, including part-time employees;
- (b) extend the applicability of the Employment Ordinance to Government employees on non-civil service contract terms; and
- (c) impose punitive measures on employers who deliberately delay making statutory payments, such as the severance payment, so as to ensure effective protection of the statutory rights and benefits of employees.”

