

**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.”

