

**立法會**  
***Legislative Council***

Ref : CB2/PL/MP/1

LC Paper No. CB(2)2752/03-04

(These minutes have been seen by the  
Administration)

**Panel on Manpower**

**Minutes of meeting  
held on Thursday, 22 April 2004 at 10:45 am  
in the Chamber of the Legislative Council Building**

**Members present** : Hon CHAN Kwok-keung, JP (Deputy Chairman)  
Hon Kenneth TING Woo-shou, JP  
Hon LEE Cheuk-yan  
Dr Hon LUI Ming-wah, JP  
Hon CHAN Yuen-han, JP  
Hon LEUNG Yiu-chung  
Hon Ambrose LAU Hon-chuen, GBS, JP  
Hon Andrew CHENG Kar-foo  
Hon SZETO Wah  
Hon LI Fung-ying, JP  
Hon Tommy CHEUNG Yu-yan, JP  
Hon LEUNG Fu-wah, MH, JP

**Members absent** : Hon LAU Chin-shek, JP (Chairman)  
Hon Cyd HO Sau-lan  
Hon Michael MAK Kwok-fung  
Hon Frederick FUNG Kin-kee

**Public Officers attending** : Item III

Mr Matthew CHEUNG Kin-chung, JP  
Permanent Secretary for Economic Development and Labour  
(Labour)

Mrs DO PANG Wai-yee  
Assistant Commissioner (Policy Support and Strategy Planning)  
Labour Department

Mrs Jenny CHAN  
Assistant Commissioner (Employees' Rights and Benefits)  
Labour Department

Miss Amy TSE Wan-chun  
Deputy Secretary (Treasury) 3  
Financial Services and the Treasury Bureau

Mr SIU Ming-pak, Mark  
Principal Executive Officer (Tender)  
Financial Services and the Treasury Bureau

Mr LO Fu-wai  
Assistant Director (Grade Management and Development)  
Food and Environmental Hygiene Department

Mr MOK Kam-kwan  
Deputy Government Property Administrator  
Government Property Agency

Mr CHUI Kin-ming, Ricky  
Assistant Director of Leisure and Cultural Services (Finance)  
Leisure and Cultural Services Department

Mr WONG Tat-ming, Richard  
Chief Leisure Manager (Management)  
Leisure and Cultural Services Department

Mr LAI Ip-cheung  
Assistant Director (Estate Management(1))  
Housing Department

Mr LEE Cert-quinn  
Chief Manager/Management (Support Service 2)  
Housing Department

Mr Raymond WONG Siu-keung  
Senior Executive Manager (Business Support Services)  
Hospital Authority

#### Item IV

Mr Matthew CHEUNG Kin-chung, JP  
Permanent Secretary for Economic Development and Labour  
(Labour)

Mr Fred TING  
Deputy Commissioner for Labour (Occupational Safety and Health)

Mr TSE Ming-sing  
Chief Occupational Safety Officer  
Labour Department

Item V

Mrs Fanny LAW, GBS, JP  
Permanent Secretary for Education and Manpower

Mr Byron LAM  
Principal Assistant Secretary for Education and Manpower

**Attendance by : Oxfam Hong Kong  
invitation**

Mr CHONG Chan-yau  
Executive Director

Mr WOO Man-lung  
Manager for Hong Kong Programme

Mr MAK Kim-ho  
Advocacy Officer  
Hong Kong Programme

Cleaning Workers' Union

Ms CHAN Po-ying  
Organizer

Hong Kong Buildings Management and Security Workers  
General Union

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Mr LI Hoi  
Organizing Secretary

Cleaning Service Industry Workers Union

Mr TSANG Chi-yan  
Organizing Secretary

Individual

Dr Fernando CHEUNG

**Clerk in attendance** : Mrs Sharon TONG  
Chief Council Secretary (2) 1

**Staff in attendance** : Ms Amy WONG  
: Senior Council Secretary (2) 1

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The Deputy Chairman took the chair as the Chairman was unable to attend the meeting.

**I. Confirmation of minutes of previous meeting**  
(LC Paper No. CB(2)2049/03-04)

2. The minutes of the meeting held on 18 March 2004 were confirmed.

**II. Date of next meeting and items for discussion**  
(LC Paper Nos. CB(2)2048/03-04(01) and (02))

3. Members agreed that the following items be discussed at the next meeting to be held on 20 May 2004 at 2:30 pm -

- (a) Review of Hong Kong's occupational safety performance in 2003; and
- (b) Labour Department's strategy in promoting good employer-employee relations.

4. Members also agreed to delete item 13 "Continuing Education Fund" from the list of outstanding items for discussion, as the Administration's paper setting out the result of the review of the Fund had been circulated to members in January 2004.

5. Ms LI Fung-ying asked about the progress of the Administration's review on the protection for workers who were not employed under a continuous contract. Permanent Secretary for Economic Development and Labour (Labour) (PSL) responded that he would follow-up on the matter.

### **III. Employment terms for persons engaged in projects or services contracted out by the Government**

(LC Paper Nos. CB(2)2048/03-04(03), (04) and (05) and CB(2)2104/03-04(01) and (02))

#### Briefing by the Administration

6. Deputy Secretary (Treasury), Financial Services and the Treasury Bureau (DS(Tsy)) briefed members on the employment terms for persons engaged in projects or services contracted out by the Government, as detailed in the Administration's paper.

Meeting with the Oxfam Hong Kong, the Hong Kong Federation of Trade Unions, the Cleaning Workers' Union, the Hong Kong Buildings Management and Security Workers General Union, the Cleaning Service Industry Workers Union and Dr Fernando CHEUNG (the deputations)

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7. Members noted the documents provided by the Oxfam Hong Kong (Oxfam) which were tabled at the meeting.

*(Post-meeting Note : The documents were circulated to members vide LC Paper No. CB(2)2128/03-04(01) on 23 April 2004.)*

8. Ms CHAN Po-ying presented the views of the deputations, as detailed in the joint submission. Ms CHAN pointed out that according to the wage surveys conducted by the Cleaning Workers' Union and other groups from 1999 to 2003, the variance between the wages of the cleaners engaged in service contracted out by the Housing Department (HD) and the industry's average wage published by the Census and Statistics Department (C&SD), could be as much as \$1,000 per month. Although minimum wage was not set in service contracts, there was the idea of "reasonable wage" as contained in the clause which required the contractors to remunerate the workers on employment conditions that were comparable to their counterparts. She queried why HD had allowed its service contractors to pay the cleaners wages far below the average market rate for so many years and why HD took the lead to be an "unscrupulous employer".

9. Mr MAK Kim-ho said that in the financial guidelines issued by the former Finance Bureau in May 2001 on tender arrangements for procurement of services, reference had to be made to the overall average wage of the workers concerned as published in the Quarterly Report of Wages and Payroll Statistics (Quarterly Report) issued by C&SD. However, HD had refused to use the average wage of the industry as the minimum wage for workers engaged in projects or services contracted out on the ground that the guidelines had not been widely adopted by government

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departments. He queried whether the financial guidelines on adopting the industry's average wage for the employment of workers of contracted out services were in place. He appealed for members' support for adopting the industry's average wage published by C&SD as the minimum wage required in all government projects and services contracted out. He remarked that it was an issue about protecting the livelihood of the thousands of low-income workers.

10. Mr CHONG Chan-yau said that Oxfam had discussed with some contractors and most of whom indicated willingness to pay the workers with the average market rate. Oxfam had also conducted a similar survey among the residents. Results showed that the majority of them were willing to pay a little more a month so that the low-income workers could have a better living. All in all, the community would not accept the exploitation of workers. He said that this was a matter of choice on ethics and policy and urged members to help narrow the wide gap between the rich and the poor.

Discussions

11. In response to Mr MAK Kim-ho 's query, DS(Tsy) said that the Housing Authority (HA) was financially autonomous. HD followed the tendering procedures laid down by HA and was not obliged to comply with the financial guidelines and circulars issued by Financial Services and the Treasury Bureau (FSTB).

12. Referring to paragraph 4 in the Administration's paper, Ms LI Fung-ying asked why the Administration was so tolerant towards the tenderers who would only be disqualified from tendering after they had a total of three or more convictions under the Employment Ordinance (EO), the Employees' Compensation Ordinance (ECO) and the Immigration Ordinance (IO) during the 12-month period prior to the tender closing date. She queried about the effectiveness of the monitoring mechanism. She pointed out that the low wage problem of the non-skilled workers had been in existence for a number of years and urged the Administration to undertake effective measures to tackle the problem of exploitation of workers by contractors.

13. DS(Tsy) said that the demerit point system adopted in March 2004 and the mandatory requirement for assessment of tenderers' past performance in respect of compliance with the three Ordinances were new measures aimed to protect the low-skilled workers. Setting three convictions as the standard for disqualifying the tenderers was adopted after balancing the views of all parties concerned. DS(Tsy) added that the government departments would consider the conviction record of the tenderers in the assessment of tenders and could disqualify the bad ones at the assessment stage.

14. Referring to paragraph 11 of the Administration's paper, Mr Andrew CHENG disagreed that the tendering arrangements promulgated in May 2001 had effectively prevented exploitation of non-skilled workers by contractors and safeguarded the

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contractual and statutory rights of employees engaged by government service contractors. Mr CHENG said that should the arrangements be effective as claimed, there would not be any cleansing workers engaged in the services contracted out by HD remunerated at \$2,450. In his view, the monitoring mechanism had failed, otherwise workers performing similar jobs would not be paid such differently by different government departments. He did not have confidence that the situation could improve and expressed support to the recommendation of Oxfam that a minimum wage level, not lower than the average market rate published by C&SD, be adopted for low-skilled workers in service contracts let out by the Government.

15. DS(Tsy) explained that it was government policy that in procuring services, the wage levels of non-skilled workers should be comparable to the prevailing market wage rates of the industries. However, each department could formulate its own marking scheme to cater for its need. She admitted that there was inadequacy in some departments and they were reviewing their marking schemes.

16. Assistant Director (Estate Management) Housing Department (AD(HD)) said that there were cases that cleansing workers engaged by the service contractors of HD were paid at a rate far below the market rate. He explained that there was a historical background and was a result of the then tendering arrangements. With the existing contracts phasing out and the introduction of the new tendering arrangements and improved monitoring mechanism, he believed that the situation would be greatly improved.

17. Chief Manager/Management (Support Service), Housing Department (CM/M(HD)) thanked Oxfam for its exchange of views with HD. He agreed that the five scenarios, as set out in the joint submission of the deputations, would lead to the anticipated outcomes, which was considered to be unacceptable. He clarified that the new marking scheme discussed at their last meeting on 16 March 2004 was for consultation purpose and had not taken effect. He also clarified that HD had followed FSTB's guidelines in assessing tenders in the past, but admitted that there were rooms for improvement. CM/M(HD) further said that the new marking scheme featured an increase in the weighting allocated to wage level, the adoption of the overall average monthly salary published in C&SD's Quarterly Report as a benchmark for assessment of wage offers, and the introduction of a passing mark for the section on wage levels and related items. He believed that the new arrangements would be more effective in safeguarding the interests of low-skilled workers.

18. Mr LEUNG Fu-wah did not consider that the adoption of a demerit point system in assessing tenders would be effective. He urged the Administration to adopt the average monthly salary published by C&SD as the minimum wage for workers in services contracted out by the Government and add marks to the tenderers who were willing to pay their workers higher wages.

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19. Mr LEE Cheuk-yan said that the Government should not take the lead to be unscrupulous employer by paying workers in their contracted out services a salary far below market rate. With regards to the weighting for wage level in the tender, as contained in Annex A of the Administration's paper, he pointed out that it was 9 to 12% in the Food and Environmental Hygiene Department, 6 to 9% in HD, 9% in the Hospital Authority, 3% in LCSD and 2% in the Government Property Agency, reflecting that there would not be equal pay for the same type of jobs. Should it be the Government's policy to pay the workers a rate comparable to the market rates, the industry's average monthly salary should be adopted as the minimum wage. He added that since the largest cleansing service contractor had expressed support for minimum wage, he could not understand why the Administration could not set a minimum wage in government service contracts.

20. DS(Tsy) responded that the Administration understood that different departments had their own requirements in procuring services. To prevent the contractors from exploiting workers, FSTB had requested individual departments to consider whether the wage levels were comparable to market rates when assessing tenders.

21. CM/M(HD) said that as each contract had its own requirements and characteristics, the nature and type of work undertaken by workers were not all similar, different weightings would be given in assessing the tenders. The new marking scheme to be implemented by HD was similar to the one adopted by FEHD, which was proved to be effective. If the new marking scheme of HD were still ineffective to protect the interests of non-skilled workers, adjustment would be made.

22. Assistant Director of Leisure and Cultural Services (Finance), LCSD (AD(LCS)) said that there was room for improvement in the marking scheme. LCSD has completed its review on the scheme. It was being considered to increase the weighting of wage level under the quality assessment of the new marking scheme from 10% to about 25%. He added that the new marking scheme would be submitted to the Central Tender Board for approval.

23. Miss CHAN Yuen-han expressed disappointment about the low wages offered to non-skilled workers employed by government service contractors. She said that with so many government departments paying their service contract workers such low wages, the Government would become an unscrupulous employer and take the lead in bringing down the wages of low income workers. She asked whether the deputations believed that wages could be brought to a reasonable level comparable to the market wage rates without any legislation put in place.

24. Referring to the documents provided by Oxfam tabled at the meeting, Mr WOO Man-lung pointed out that the Administration had undertaken to pay the workers reasonable wages comparable to the market wages. However, the Administration did not honour its undertakings.



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25. PSL said that the Economic Development and Labour Bureau (EDLB) was only assuming a coordinator role on this issue. EDLB and the Labour Department (LD) had attached importance to the rights of workers and would not tolerate any employers violating the law. He had already urged government departments to see what areas in their marking schemes could be improved, so that there would not be any job offered at the monthly salary of about \$2,000 in the future.

26. Miss CHAN Yuen-han said that EDLB was responsible for the formulation of employees protection policy. Should there be statutory minimum wage, EDLB could then take action against those government departments that exploited non-skilled workers. She urged EDLB to take up the issue of statutory minimum wage with the Executive Council as soon as possible.

27. Mr Kenneth TING said that since supply of workers was greater than demand, if minimum wage was set, the younger and more capable workers would be employed, leaving the older and less capable workers unemployed. He considered that the right solution to the problem was to identify those government departments or contractors who paid the non-skilled workers extremely low salary and to enhance the competitiveness of these workers.

28. Mr Tommy CHEUNG declared that he was a member of HA. He considered that the information on wages set out in Annex B of the Administration's paper was not detailed and comprehensive. Mr CHEUNG opposed the setting of a minimum wage because it would then become the maximum wage paid to workers. He added that the existing pay mechanism was market-driven, and urged all parties to take an objective view on the issue of minimum wage.

29. AD(HD) said that some cleaners were willing to work for a low wage because they were housewives who wanted to work flexible hours in the same public housing estate they lived. He pointed out that the wages offered ranged from \$2,450 to some \$7,000. CM(HD) added that those working for low wages only occupied a small percentage and there were also workers paid at the high end for over \$7,000 a month. He said that as the nature and type of work undertaken by cleaners differed, should there be a standardised wage, it might pose difficulties to the industry.

30. Dr LUI Ming-wah said that his concern was whether the workers were exploited and whether the contractors were making huge unreasonable profit. Wage levels would be eventually regulated by the market. He pointed out the crux of the problem was ineffective monitoring within the Government. He suggested that all tender information should be made public for monitoring. He also suggested that information on those contractors who breached the Ordinances (i.e. EO, ECO and IO) should be provided to the Panel. He considered that disqualifying a contractor from tendering after he had three convictions under the Ordinances was too lenient.

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31. Mr LEUNG Yiu-chung said that the purpose of setting minimum wage was to enable workers to make a living with dignity. He pointed out that an Ordinance was enacted in 1940 to introduce the concept of a statutory minimum wage. However, the Ordinance had never been used, reflecting that the Administration did not attach importance on the issue. He urged the Administration to enforce the Ordinance. He added that the working hours of HD service contract workers had been reduced in the past two years, however, they were paid less as well. He asked why the Government had allowed sub-contracting in HD projects such as security and cleansing services and whether it had any plan to change the existing system.

32. AD(HD) said that sub-contracting would normally not be allowed. Only in case of complete outsourcing through a property management and maintenance agent in HD, sub-contracting of a part of services such as cleansing, security or maintenance works, would be allowed. Nonetheless, the principal contractor's contractual responsibility would not be exempted even though sub-contracting took place.

33. CM(HD) said that even with sub-contracting, the principal contractor would still be held responsible for the obligation as an employer under EO. The wages specified in the tender should be the wages paid to workers.

34. Mr LEUNG Fu-wah moved the following motion -

"鑒於政府現時缺乏有效機制監管外判承辦商，使受聘於政府外判工程或服務的人士的僱用條款得不到保障，本會促請政府為非技術工種外判合約訂立最低工資合約條款，並以政府統計處發表的「選定職業的平均每月薪金」作為該最低工資的標準。"

(Translation)

"That, as the Government lacks an effective mechanism to monitor outsourcing contractors, leaving the employment terms of employees engaged for projects or services contracted out by the Government unregulated, this Panel urges the Government to draw up contract terms stipulating a minimum wage for outsourced contracts of non-technical trades, and adopt the "Average Monthly Salaries of Selected Occupations" published by the Census and Statistics Department as the standard for such minimum wage."

35. Mr LEUNG Fu-wah explained that his motion aimed to prevent the Government from taking the lead in bringing down wages. He considered that the industry's average monthly salary published by C&SD should be adopted as the minimum wage in projects and services contracted out by the Government. Contractors who paid over the minimum wage should be given a merit point.

36. Mr LEE Cheuk-yan said that he would not move his motion (which had already been circulated to members) as it was similar to the one proposed by Mr LEUNG

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Fu-wah. Mr LEE expressed support for Mr LEUNG's motion. He made the following points -

- (a) The average wage was the market wage;
- (b) The minimum allowable wage of foreign domestic helpers had also made reference to the industry's average wage; and
- (c) The minimum wage being discussed was only for the procurement of government services and projects and not for all trades. Since salary scales setting minimum entry point were adopted by the civil service, he could not understand why minimum wage could not apply to workers employed by public fund.

37. Mr Tommy CHEUNG disagreed that there was a lack of effective monitoring over government services contracts. He pointed out that there were only seven out of 77 contracts in which workers were paid less than \$3,000 as set out in Annex B of the Administration's paper. He stated that he was opposed to the setting of a minimum wage. Using the average wage as the minimum wage might be on a high side.

38. Dr LUI Ming-wah said that he was opposed to the setting of a minimum wage, which would have wide implications on the society. He remarked that it was incorrect theoretically to use the average wage as the minimum wage.

39. Mr Kenneth TING was opposed to setting a minimum wage. In his view, wages should be determined by forces of supply and demand.

40. Miss CHAN Yuen-han said that when the market lost control of its regulatory mechanism, something should be done to put it in the right perspective. Minimum wage was adopted in countries such as the United States and the Mainland. She added that if workers could not make a living with the wages earned, they could apply for the Comprehensive Social Security Assistance, which would also entail public fund.

41. Ms LI Fung-ying said that since minimum allowable wage was set for foreign domestic helpers, she could not understand why similar protection could not be accorded to local workers.

42. Mr LEUNG Yiu-chung said that the spirit of setting a minimum wage was to ensure the basic level of living for the workers.

43. The Deputy Chairman put Mr LEUNG Fu-wah's motion to vote. Seven members voted in favour of the motion while four voted against the motion. The Deputy Chairman declared that the motion was carried.

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44. Miss CHAN Yuen-han requested that the Administration to provide a reply on the motion.

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45. Mr LEE Cheuk-yan requested the Administration to provide further breakdown on the monthly wage ranges referred to in Annex B of the Administration's paper.

**IV. Issues relating to international day for safety and health at work**  
(LC Paper No. CB(2)2048/03-04(06))

46. PSL briefed members on the proposal for erecting a memorial plaque to mark the World Day for Safety and Health at Work, as detailed in the Administration's paper.

47. Though considered it a late move, Miss CHAN Yuen-han did not object to the proposal for erecting a plaque to recognise the contribution of workers to the success of Hong Kong.

48. Mr Kenneth TING expressed support for the promotion of occupational safety which was the fruit of cooperation among the employees, employers and the Administration. He considered that the interests between employer and employee should be balanced.

49. Mr Tommy CHEUNG asked about the cost of erecting the plaque, the source of funding and whether the monument was intended to be a permanent fixture.

50. PSL said that the cost would be minimal and absorbed by the Occupational Safety and Health Council. The monument was intended to be a permanent fixture.

51. Ms LI Fung-ying requested the Administration to reconsider the venue for erecting the plaque. She said that the proposed venue at the Occupational Safety and Health Gallery (the Gallery) of the Hong Kong Science Museum was small. Moreover, occupational safety and health might be viewed from a scientific angle at the site, thus losing the real meaning of the plaque.

52. PSL responded that the Gallery was not an ordinary one. It was divided into 12 theme areas covering 12 000 square feet and was visited by over 800 000 visitors a year. It would be good educational publicity for young people. PSL provided a copy of the pamphlet on the Gallery which was circulated among members at the meeting for information.

53. Mr LEE Cheuk-yan suggested that the plaque be erected in a more open area such as the Victoria Park or the Stature Square.

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54. Mr LEUNG Fu-wah asked about the land title of the Hong Kong Science Museum and whether the plaque would have to be relocated if the title was changed. He suggested that a permanent venue be used, for instance, the headquarters of LD as the venue for erecting the plaque.

55. PSL responded that the Gallery would stay with the Science Museum for at least seven years. Should the plaque need to be relocated to another venue, effort would be made to ensure that the plaque was intact. He added that the headquarters of LD might not be a good choice because visitor traffic was small and it would be closed after office hours.

56. Ms LI Fung-ying remarked that the designation of "Work Day for Safety and Health at Work" was not satisfactory in commemorating the contribution of workers to the success of Hong Kong. She suggested considering a designation similar to "International Commemoration Day for Dead and Injured Workers" as adopted by the International Confederation of Free Trade Unions or the "Workers' Memorial Day" as used in the United States.

57. Mr LEE Cheuk-yan considered that a "Work Injury Memorial Day" to commemorate the sacrifices of the workers towards the success of Hong Kong was more appropriate.

58. Mr LEUNG Yiu-chung complimented EDLB for making a step forward in proposing a World Day for Safety and Health at Work. He suggested that the designation for the event be reviewed to clearly reflect the purpose in remembrance of those injured at work.

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59. PSL agreed to consider the views expressed by members.

**V. Youth Sustainable Development and Engagement Fund**  
(LC Paper No. CB(2)2048/03-04(07))

60. Permanent Secretary for Education and Manpower (PSEM) briefly introduced the Administration's paper on the proposed ambit of the Youth Sustainable Development and Engagement Fund (the Fund).

61. Referring to paragraphs 7 and 10 of the Administration's paper, Ms LI Fung-ying asked about the arrangements for the young people to join the focus groups and the criteria or standard, e.g. the number of participants, under each project.

62. PSEM said that the Hong Kong Council of Social Service would help to recommend young people to join the focus groups. There was also an ex-non-engaged young person serving on the Task Force on Continuing Development and Employment-related Training for Youth (Task Force) to help recruit appropriate

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candidates. The criteria or guidelines for the projects would be discussed by the focus groups. A vetting committee comprising members of the Task Force would also be set up to assess individual project proposals.

63. Miss CHAN Yuen-han supported the establishment of the Fund, but expressed concern about the effective use of resources. She asked how the Fund would collaborate with existing similar programmes such as the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme. Referring to the proposed modern apprenticeship schemes, Miss CHAN said that there were 41 job types under the existing Apprenticeship Scheme, which were considered to be out-dated. She asked whether a review of the job types would be conducted.

64. PSEM responded that the Government and non-government organisations had invested significant resources in providing a wide variety of projects and activities targeted at non-engaged youth. To ensure effective use of limited resources, the Fund would focus on filling any service gaps not addressed by existing programmes or services, for instance, sports-related training and training for creative and cultural industries.

65. PSEM further said that there was still a need for the 41 job types in the existing apprenticeship schemes which lasted about two to three years. They were different from the modern apprenticeship schemes which mainly concerned the service industries. She added that the Vocational Training Council would participate in the focus groups and would make changes to the existing apprenticeship schemes if necessary. Furthermore, she pointed out that with the establishment of the qualifications framework and its associated quality assurance mechanism, the content of the Youth Pre-employment Training Programme might have to be revised.

66. Mr LEE Cheuk-yan considered that the Administration should provide more detailed information on the Fund before the proposal was submitted to the Finance Committee. Citing the modern apprenticeship schemes as an example, the proposed salary, period of apprenticeship, the means of motivation and performance indicators should be provided. He expressed concern that if the organisations or institutions which applied for the Fund were expected to shoulder 30% of the total expenditure of the projects to demonstrate their commitment, these organisations or institutions might cut corners and reduce the salary of their staff.

67. Mr LEUNG Yiu-chung echoed Mr LEE's concern and urged the Administration to provide more comprehensive information. He said that there might not be enough time for the projects to be completed if organisations had to solicit sponsorship to bear the 30% of the project expenditure.

68. PSEM responded that the Task Force had strong representation from various sectors and government departments. Moreover, the Task Force also placed much importance on the effective use of the Fund and would conduct a comprehensive

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review on the effectiveness of the projects. Details on the criteria or guidelines for the projects under each category would be discussed by the respective focus group. If such detailed information had to be provided before submitting the proposal to the Finance Committee, the establishment of the Fund might be delayed until the next legislative session. PSEM added that similar to the Skills Upgrading Scheme, the 30% of the expenditure to be borne by the organisations or institutions was for them to demonstrate their commitment. The Administration hoped that the Fund could assist as many young people as possible.

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69. The Deputy Chairman asked the Administration to consider members' views and revert to the Panel.

**VI. Any other business**

70. There being no other business, the meeting ended at 1:25 pm.

Council Business Division 2  
Legislative Council Secretariat  
15 June 2004