

**Bills Committee on Construction Industry Council (No. 2) Bill**

**CB(1)2386/04-05(02)**

**Administration's responses to the updated summary of concerns/views expressed by organizations and the Bills Committee  
(as at 11 July 2005)**

<b>Item No.</b>	<b>Issue/Clause</b>	<b>Organization</b>	<b>Concern/view</b>	<b>Administration's responses</b>
1.	<b>Interpretation</b>  <i>Clause 2</i>	KCR	Wide definition of "construction operation". Suggest to state expressly in the Bill that levy is imposed on construction work only.	The definition of "construction operations" in Schedule 1 to the Bill is adopted from the existing levy assessment and collection mechanism stipulated in the Industrial Training (Construction Industry) Ordinance (Cap. 317). It sets out clearly the scope of construction activities subject to levy and we have no intention to disrupt such existing practices.
		HKIA	No definition of "professionals", "consultants", "training institutes or academic or research institutions".	The terms "professionals", "consultants", and "training institutes or academic or research institutes" are construed with their natural and ordinary meaning in relevant provisions of the Bill. Assigning any interpretation to these words is hence unnecessary.
2.	<b>Establishment of Construction Industry Council (CIC)</b>  <i>Clause 4</i>	REDA CITA HKMGMA HKHS PGBC MTR HKIA HKCA HKCSCA HKIE KCR HKIS APS HKKBSGMA HKGBCA	Support the establishment of Construction Industry Council (CIC).	We will take active steps to expedite the establishment of CIC upon passage of the Bill.
		CITASA	Support industry reforms.	We will render staunch support to PCICB/CIC in striving for industry reforms.

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		MTR	Strongly support the initiatives pursued by the Construction Industry Review Committee (CIRC) and the Provisional Construction Industry Co-ordination Board (PCICB) to achieve improvements in the construction industry.	
		HKCIEGU	In principle does not oppose to the establishment of CIC but doubts whether CIC can meet the industry's expectations in consideration of the work done by PCICB over the past years.	A summary of progress achieved by PCICB in implementing the reform agenda mapped out by CIRC has been outlined in LC Paper No. CB(1)346/04-05(03). We expect labour unions to play a key role in sustaining the momentum of change.
3.	<b>Functions of CIC</b>  <i>Clause 5</i>	HKEEATWU	CIC should draw up guidelines to reduce multi-layer subcontracting and set up insurance fund to protect self-employed workers.	Merits of individual proposals recommended to CIC will be thoroughly examined upon its establishment.
		HKIS	The strategic framework governing the relationship between CIC and Environment, Transport and Works (ETWB) should be spelt out in the Bill.	The Bill stipulates that ETWB, functioning as the lead agency in Government on construction-related matters, will oversee the work and finance of CIC through its annual submissions to the Secretary for Environment, Transport and Works <sup>Note 1</sup> . Meanwhile, we intend to put in place a liaison mechanism between ETWB and CIC for better interface.
		Bills Committee	The role of Government vis-a-vis CIC should be further examined.	
		Bills Committee	Some members consider it necessary to include the functions of CIC to address the problems in the industry such as multi-layer subcontracting, wage arrears, difficulty in ensuring insurance coverage for genuine construction workers who take up self-employed status.	

<sup>Note 1</sup> The requirements are stipulated in clauses 24 (2) and 29 (1) of the Bill.

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		PCICB	Strongly advise against adding specific provisions to control industry practices such as subcontracting and wage payments as this may create legal complications, impose unnecessary restrictions and create uncertainty in enforcement.	
4.	<b>Powers of CIC</b> <i>Clause 7</i>	PCICB	The present mix of powers proposed in the Bill is essential for CIC to discharge its role as an umbrella organization for the construction industry.	We agree that CIC should be vested with sufficient self-regulatory powers to fulfil its functions.
		HKIA	CIC should have power to allocate fund to the private sector and institutions on projects relating to improvement of the construction industry.	Funding should be allocated by CIC only for the performance of its functions spelt out in clauses 5 and 6 of the Bill.
5.	<b>Composition of CIC</b> <i>Clause 9</i>	PCICB	<p>The concept of specific representation for certain institutes or associations was thoroughly discussed by PCICB and considered inappropriate.</p> <p>Reasons:</p> <ul style="list-style-type: none"> <li>- The industry is based on an outsourcing model requiring specialist skills in many areas. This model often creates adversarial relationships and inter-party disputes. Need to foster the spirit of partnership. This spirit could not be achieved by adopting rigid and formulaic appointments.</li> <li>- Organisations associated with the industry are many. Selection of a limited number of organisations to represent the industry invites politicization of CIC.</li> <li>- Selection of a limited number of organisations narrows down the scope of representation and</li> </ul>	We have indicated in LC Paper No. CB(1)346/04-05(02) our preference for a non-prescriptive approach but subsequently agreed to complement it with a hybrid model whereby industry organizations satisfying certain selection criteria will be identified from the four categories of “employers”, “professionals/consultants”, “contractors/subcontractors & materials/equipment suppliers” and “trade unions” to nominate candidates for consideration and appointment by the Administration on their personal basis.

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			<p>does not necessarily ensure the appropriate energy and enthusiasm required of CIC members.</p> <p>The proposed mode of model based on appointees serving in their personal capacity was thoroughly debated and preferred by PCICB.</p> <p>Reasons:</p> <ul style="list-style-type: none"> <li>- Need to have a flexible structure to adapt to future changes in the industry.</li> <li>- The statutory form of CIC modelled on similar statutory bodies in HK and similar construction forums in jurisdiction such as UK, Australia and Singapore.</li> <li>- Appointment by Government on personal basis provides a reasonable proper balance on CIC.</li> <li>- Adaptable procedure would allow replacement of CIC members who were considered to have contributed little to the debate.</li> <li>- Appointment of members is limited to two terms with a phased cycle to allow new members to join.</li> </ul> <p>PCICB considers the following points relevant in considering composition of CIC:</p> <ul style="list-style-type: none"> <li>- Large enough to achieve representation but not so large as to be unwieldy.</li> <li>- The principal sectors, namely employers, consultants, contractors and labour to be properly represented but with no party</li> </ul>	

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		<p>Bills Committee</p> <p>HKHS HKCA HKIA CITA PGBC HKIE HKIS HKEEATWU HKLPA</p>	<p>dominant.</p> <ul style="list-style-type: none"> <li>- The composition of PCICB offers a good model.</li> <li>- Appointment by Government on an ad personam basis after consultation with relevant institutes and trade associations.</li> </ul> <p>A hybrid model should be adopted in consideration of the diverse nature of the relevant trades/sectors in the industry. Appointment of members of CIC for certain categories by the Secretary would be appropriate but objective criteria should be drawn up for the appointment.</p> <p>Object appointment of members on individual capacity. Suggest that members of CIC other than public officers should be appointed by Government from candidates nominated by professional bodies and trade associations.</p> <p>Reasons given include:</p> <ul style="list-style-type: none"> <li>- Nominees will be accepted by the representing professions.</li> <li>- Nominees could better reflect the views of the representing professions and trade associations.</li> <li>- Nominees representing the profession will have a duty to report back to the professions/trade associations, which enhances accountability.</li> <li>- Performance of nominees will be monitored by nominating organizations.</li> </ul>	

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		<p>HKIE</p> <p>HKCA</p> <p>MTR</p>	<ul style="list-style-type: none"> <li>- Nomination through professional institutes and trade associations will enhance transparency.</li> <li>- Where nominees could not attend meetings of CIC, the nominating organizations may find authorized representatives.</li> <li>- Appointment on individual capacity may lead to empire building and cronyism.</li> </ul> <p>Suggest two candidates be nominated by HKIE for appointment to CIC.</p> <p>Suggest:</p> <ul style="list-style-type: none"> <li>- Nominees of organizations need to meet qualifications prescribed by CIC.</li> <li>- Organizations to nominate more than one candidate to allow CIC to choose.</li> <li>- The nominating organizations to delegate full authority to their representatives and stand by their views.</li> <li>- Members of other key CIC committees be nominated by key industry associations and professional institutions.</li> </ul> <p>Support appointment of members to CIC on individual capacity to provide members with autonomy to contribute actively. Industry bodies may suggest candidates for appointment but the selection must be based on personal capability.</p>	

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		REDA HKGBCA KCR HKIA PGBC	Support proposed composition of CIC. CIC should have wide representation and members should look beyond interest of individual sectors. Hope to have representation on CIC. Suggest HKIA be represented on CIC. Suggest PGBC being one of the professional bodies to make nominations.	

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		Bills Committee	<p>A list of nominating organizations for four categories of "employers", "professionals &amp; consultants", "contractors/subcontractors &amp; materials/equipment suppliers" and "trade unions" should be drawn up on the basis of certain selection criteria. In compiling the list, the following should be considered:</p> <ul style="list-style-type: none"> <li>- representation of the nominating organizations in the trade should be one of the basic principles in compiling the list;</li> <li>- circumstances under which member associations instead of trade federations were selected should be clarified;</li> <li>- the appropriateness of including trade associations as nominating organizations under the category of "professionals/consultants" should be considered; and</li> <li>- whether minimum membership size of registered labour unions should be one of the selection criteria.</li> </ul>	<ul style="list-style-type: none"> <li>- We have taken representation as one of the selection criteria and strived to ascertain if a trade federation or its member associations should be placed onto the list of nominating organizations.</li> <li>- Since statutory professional bodies cover all practitioners in the category of "professionals/consultants", it will not be appropriate to include trade associations into the list of nominating organizations for this category.</li> <li>- After researching into the background of trade unions to be covered under clause 9(3)(e) of the Bill, we concluded that both history of formation and size of membership are appropriate selection criteria for this category.</li> </ul>
		CEFRSSA	Suggest to expressly provide in clause 9(3)(e) that site supervisory staff be represented.	Clause 9(3)(e) of the Bill is designed to cater broadly for the labour sector, particularly those associations formed by construction workers and registered under the Trade Unions Ordinance (Cap. 332). Site supervisors may contribute their expertise through the committees and subcommittees to be set up by CIC.



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		HKEEATWU	Suggest to include representatives from Labour Department (LD), Electrical and Mechanical Services Department (EMSD) as the work of these departments are relevant to construction industry.	All relevant government departments, including LD and EMSD, have pledged to maintain a close partnership with CIC
		HKCSCA	Support proposed composition of CIC and hope to be represented on CIC.	We welcome support from the subcontracting trade and take note of its request for representation in CIC.
		HKMGMA	Support inclusion of representatives for subcontractors in CIC.	
		CSSA HKDTDA HKEEATWU	Suggest to increase the number of members representing construction workers on CIC.	In keeping with the overriding principle of maintaining a balanced composition, we agree to allocate one extra seat in CIC to labour unions.
		MTDA	Suggest to increase the number of members representing construction workers on CIC to three	
		Bills Committee	The number of representatives for construction workers on CIC should be increased from two to five.	
		HKDTDA	Concern which sector represent the transport trade on CIC	Individual sectors of the transport trade associated with construction activities may participate in the committees and subcommittees to be set up by CIC.
		HKIA	<ul style="list-style-type: none"> <li>- Support the CIC Chairman not being a public officer.</li> <li>- Suggest that a Vice Chairman be considered given the size of CIC.</li> </ul>	There appear to be no pressing need for a Vice-chairman to facilitate the future operation of CIC.

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		HKIA	Suggest: - Membership of CIC be increased to allow greater representation.  - Members of CIC representing professionals and consultants be increased (clause 9(3)(b)).  - Lay members representing consumers be increased from 3 to 4 (clause 9 (3)(f)).	The proposed membership of CIC was drawn up with reference to other similar statutory bodies, striking a balance between comprehensiveness of representation and nimbleness in decision making.
		Bills Committee	It might be appropriate to increase the membership of CIC to, say 30.	
		HKIS	Suggest size of membership of CIC be increased	
		CIBHK	Suggest to increase members representing professionals and consultants from 4 to 5.	
		HKLPA	Suggest licensed plumbers be represented on CIC	
		Bills Committee	Views expressed: - The meaning of “employers” in clause 9(3)(a) is unclear and should be reviewed.  - Clause 9(3)(f) provides the Secretary with excessive flexibility for appointment of members and should be reviewed.	We have clarified in LC Paper No. CB(1) 346/04-05(02) that the term “employer” used in clause 9(3)(a) of the Bill is intended to cover both private developers as well as public sector client organizations, and that lay persons appointed under clause 9(3)(f) could inject an independent perspective.

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6.	<b>Submission of reports by CIC to Secretary</b>  <i>Clause 29</i>	HKIS	The annual report submitted by CIC to the Secretary should cover long-term issues such as CIC's strategic plan and target objectives. ETWB should assume a monitoring role to ensure the target and objectives be met.	Clause 29 of the Bill provides that the annual report produced by CIC will have to include a general survey on development of matters falling within its purview. This requirement thus enables Government to monitor the activities conducted by CIC without unduly intervening in its operation.
7.	<b>Establishment and composition of Construction Industry Training Board (CITB)</b>  <i>Clause 31 and section 2 in Schedule 3</i>	HKHS HKIA	Support CITB taking over the functions of CITA.	CITA will be subsumed under CIC, with its existing functions and powers enshrined in the Bill.
		CITA HKCA HKIA HKIE	Suggest that professional bodies and industry associations nominate candidates for appointment to CITB.  Reasons given include: - In line with the present mode of composition of CITA.  - Greater representation and accountability.	- Given the status of CITB as a committee underpinning CIC, the same flexible model with candidates drawn from key sectors and appointed on ad personam basis should also be adopted for its composition.  - The chairman of CITB will be appointed by CIC under section 2(4) of Schedule 3 to the Bill. As such, it is a matter for deliberation by the industry.
		REDA	Support the proposed composition of CITB.	
		HKIA	Suggest: - HKIA be represented in CITB.  - The Chairman of CITB not being a public officer.	

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		<p>HKCA</p> <p>HKIE</p> <p>Bills Committee</p>	<p>Suggest the Chairman of CITB be appointed from one of the representatives of HKCA as is traditionally the case.</p> <p>Suggest HKIE nominate two candidates for appointment to CITB.</p> <p>The approach of allowing relevant professional bodies and trade associations to nominate a list of candidates for appointment by Government should be considered.</p>	
		HKCSCA	Proposed composition of CITB not include subcontractors.	In keeping with our policy intention of preserving the present governance structure in CITA, it should suffice for the subcontracting trade to be represented in CIC.
		HKIS	<ul style="list-style-type: none"> <li>- The Bill is unclear as to how and to what extent assets and liabilities of CITB will remain to be used for education and training purpose.</li> <li>- The Bill is unclear if CITB could receive fees from other organization such as the Construction Workers Registration Authority.</li> <li>- Hope to work with CITB for training of technicians who could become professionals.</li> </ul>	<ul style="list-style-type: none"> <li>- Upon amalgamation, CIC will take over all assets/liabilities of CITA and deploy resources in an optimal manner to cater for the industry as a whole. In this context, provision of training and educational opportunities will remain one of its major functions.</li> <li>- According to clause 7(2)(e) of the Bill, CIC can charge fees for providing any facilities or services. CITB as a major committee operated under its auspices will perform specific functions as stipulated in clause 31(1).</li> <li>- CIC/CITB will work closely with the industry to address the training needs of practitioners at different levels.</li> </ul>

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8.	<b>Funding matters and imposition of levy</b>  <i>Clauses 33 to 53</i>  <i>Schedule 4</i>	CITA	Suggest the Administration to provide fund or an interest-free loan for the setting up of CIC. The levy collected under the Industry Training (Construction Industry) Ordinance (Cap. 317) is for training and trade-testing and should not be deployed for other purposes.	CIC is intended to be an umbrella organization set up by the industry, for the industry. To this end, CIRC advocated that existing levies should be deployed to fund its future operation. This approach has been accepted by the industry as a feasible way forward.
		CITA HKCA	Owing to the big drop in the value of construction operations subject to levy since 2002 and the expanded functions of CIC, the levy could not sustain the operation of CIC. Need to work out financial arrangement early.	<ul style="list-style-type: none"> <li>- A preliminary estimate indicates that the secretariat of CIC will incur an annual recurrent staff cost of about \$4 million, representing roughly 1.5% of the projected operating budget of CITA in 2004.</li> <li>- We will make an early assessment after the establishment of CIC on whether any upward adjustment of the levy rate is justified.</li> </ul>
		Bills Committee	Concern whether CIC would have adequate resources to discharge its functions with forecasted reduction of construction levies and student intake.	
		HKIS	Important to ensure sufficient resources to finance operation of CIC.	
		HKCA	Financial resources for CITB should not be substantially reduced during the first three years after the transition.	
		Bills Committee	Concern whether CIC would have adequate resources to discharge its functions as the levies on construction operations are declining.	
		HKIS	The specified amount of construction operations subject to levy is too low.	The specified amount of HK\$1 million has been in force for quite some time. Extensive consultation will be held should an upward adjustment of the levy rate is considered necessary

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		HKIE	Not oppose imposition of levy but the money must be used for the discharge of functions of CIC for the benefits of the industry. Should the levy be increased in future, thorough consultation with the industry is necessary.	by CIC in future.
		HKIS	Important to publicize the Bill because Authorized Persons may not be appointed for some construction projects and lay employers may have difficulties in filing relevant returns to CIC.	The Bill imposes no new requirement but we will arrange publicity among industry stakeholders after its enactment.
		HKCA	CIC should inherit privilege presently enjoyed by CITA, namely free land grant for training centres.	It is an established government policy that suitable sites may be granted at nil or nominal premium for non-profit-making industrial training uses so there is no question of a privilege exclusively enjoyed by CITA.
		Bills Committee	The existing privilege enjoyed by CITA should be carried over to CIC/CITB.	
9.	<b>Provision of information</b>  <i>Clause 61</i>	CITA	Relevant Government departments and utility companies should be required to provide information relating to electrical and mechanical works (E&M) in order that works subject to levy could be traced. A new Part 3 under Schedule 4 should be added for the purpose.	We are actively assisting CITA to collect the new E&M levy through administrative arrangements with relevant regulatory authorities, government departments and trade associations.
10.	<b>Production of documents</b>  <i>Clause 62</i>	HKIA	Definition of “any document ... that relates to the construction ...” in clause 62(1) is too wide and should be narrowed because most of the documentation in construction projects does not relate directly to the functions of CIC. The clause is about levy and should be put in Part 5.	Clause 62 of the Bill is modelled largely on section 31(1)(b) of the Industrial Training (Construction Industry) Ordinance (Cap. 317) as a means to maintain effectiveness of the levy collection mechanism. Nonetheless, we are acutely aware of the need to restrict the use of information so gathered and has stipulated in clause 63(1)&(3) that disclosure without consent of the person who gave it or from whom it is obtained will be

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		KCR	Concern that sensitive information, in particular in relation to pricing and contractual disputes may be disclosed to third parties. Suggest that the Bill imposes an obligation to treat all documents and records produced as confidential and not to be disclosed to third parties, without the consent of producer, unless required by law to do so.	a criminal offence <sup>Note 2</sup> .  These provisions are not directly relevant to core features of the system specified in Part 5.
11.	<b>Power to sign CIC's documents and admissibility of documents</b>  <i>Clauses 65 and 66</i>	HKIA	Need to clarify definition of "officer" referred to in the clauses. Concern that there is no reference of "officer" in clause 9 about composition of CIC.	The term "officer" used in clauses 65 and 66 of the Bill is construed with its natural and ordinary meaning, referring to personnel authorized by CIC to fulfil the specific purposes mentioned therein.
12.	<b>Continuance of employment</b>  <i>Clause 82</i>	Bills committee	The Administration should review the present drafting of clause 82 in reflecting the policy intention of protecting continued employment upon transition of CITA to CIC. A suggested version is to add at the end of clause 82(1) "provided that no employment of any employee of CITA should be terminated by reasons only of and in anticipation of the dissolution".	Clause 82 of the Bill should be adequate in ensuring the continued employment of all serving CITA staff with their terms and conditions preserved upon the amalgamation with CIC but we will look into the suggested version.
		CITA CITASA HKIA	Support continuance of employment of CITA staff by CIC on same terms and conditions.	

<sup>Note 2</sup> The application of clause 63(1) is subject to subsection (2) in the same clause.

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		Bills Committee	<ul style="list-style-type: none"> <li>- Members are gravely concerned about the letter date 29 December 2004 from CITA management to its staff about pay cut and reduction in fringe benefits. The Administration is requested to look into the matter urgently and provide as soon as possible a written reply to the Bills Committee.</li> <li>- The Administration should work with CITA and its staff to sort out ways to address staff concern and report back to the Bills Committee.</li> </ul>	Clarifications provided by CITA have been relayed to the Bills Committee under separate cover.
		CITASA	<ul style="list-style-type: none"> <li>- The remuneration and benefits of the staff concerned should not be cut to meet additional expenses arising from the expanded roles of CIC.</li> <li>- Industry reform should not adversely affect the rights of CITA staff.</li> <li>- Communication between CITA and its staff need to be improved.</li> </ul>	In the interest of a smooth transition, we will urge for closer communication between the management and staff sides through our representative on the CITA board.
		Bills Committee	The Administration should make reference to Sports Development Board (SDB) in dealing with employment matters upon transition of CITA to CIC.	When SDB was disbanded in mid-2004, its staff was offered re-employment by the Hong Kong Sports Institute at the same salaries and fringe benefits based on two-year contract term. Our proposal to preserve the employment conditions and length of service for all serving CITA staff does not deviate from this arrangement.



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13.	<b>Proceedings of CIC</b>  <i>Schedule 2</i> <i>Clause 5</i>	HKIA	Need to clarify who has the casting vote in the event of an equality of votes.	Section 5(3) of Schedule 2 to the Bill stipulates that if there is an equality of votes at a meeting, "the member presiding" has a casting vote in addition to his original vote. Normally, the Chairman as defined in section 1 of that Schedule is to preside at a meeting of CIC and thus will have a casting vote. But if for any reason he is unable to preside at such a meeting, the person elected under section 5(2) of Schedule 2 to preside at the meeting would then have a casting vote.
		Bills Committee	The Administration should provide in law the opening up of meetings of CIC to enhance transparency of its operation.	We have reviewed the practices adopted by different statutory bodies and submitted the proposal under separate cover.
14.	<b>Proceeding of CITB</b>  <i>Schedule 3</i> <i>Clause 8</i>	HKIA	Need to clarify who has the casting vote in the event of an equality of votes.	Section 8(4) of Schedule 3 to the Bill stipulates that if there is an equality of votes at a meeting, "the member presiding" has a casting vote in addition to his original vote. Normally, the Chairman as defined in section 1 of that Schedule is to preside at a meeting of CITB and thus will have a casting vote. But if for any reason he is unable to preside at such a meeting, the person elected under section 8(2) of Schedule 3 to preside at the meeting would then have a casting vote.
		KCR	<ul style="list-style-type: none"> <li>- The Bill should contain a mechanism by which CIC is able to raise complaints with the Secretary concerning the conduct/activities of Government departments and Government officials in the construction process.</li> <li>- Provision be made to require the Government to consult CIC and notify CIC of any legislative proposals which may affect the construction industry.</li> <li>- Provision be made to oblige the Secretary to supply to CIC for dissemination within the construction industry relevant information such</li> </ul>	<ul style="list-style-type: none"> <li>- A number of channels are in place for industry stakeholders to voice their concerns and aspirations to Government. Some prominent examples include the Building Contractors Committee and the Consulting Engineers Committee</li> <li>- It is imperative for Government to consult affected parties before finalizing any major legislative proposals and CIC will provide an important focal point for this purpose.</li> <li>- Information released for public consumption include annual forecast of capital works items scheduled for submission to the Legislative Council and comprehensive statistics on local construction activities compiled by the Census &amp; Statistics Department.</li> </ul>

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			as forthcoming projects and statistics, etc.	
		HKCIEGU	Suggest to form a select committee to map out measures to address the problems in the industry such as subcontracting, illegal workers, unemployment, wage cuts, wage arrears, and lack of insurance coverage for genuine construction workers who take up self-employed status.	As a precursor of CIC, PCICB is spearheading efforts to tackle problems such as management of subcontracting, wage arrears and employees' compensation insurance. The setting up of a separate forum will lead to fragmentation and unlikely to bring about much additional value.
		CIBHK	<ul style="list-style-type: none"> <li>- More importance be accorded to management of construction operations.</li> <li>- CIC should consider views of renowned overseas institutes in the industry which are influential in HK.</li> </ul>	<ul style="list-style-type: none"> <li>- A number of CIRC recommendations aimed to improve the quality of project management have been implemented. These recommendations are summarized in LC Paper No. CB(1)346/04-05(03).</li> <li>- CIC will treasure contribution from all stakeholder groups on development of the local construction industry.</li> </ul>
		HKLPA	<ul style="list-style-type: none"> <li>- Contract laws should be enacted to protect workers concerning wage payment.</li> <li>- Government should consider consolidating various types of plumber licences into one licence.</li> </ul>	<ul style="list-style-type: none"> <li>- Non-payment of wages constitutes an offence under the Employment Ordinance (Cap. 57). PCICB is forging an alliance to strengthen enforcement actions and formulate preventive management tools. In partnership with labour unions and contractor trade associations, ETWB will try out new contractual conditions to regulate wage payment in a few pilot contracts.</li> <li>- There are established communication channels between Government and the plumbing trade, through which improvements to the present licensing system could be thoroughly deliberated.</li> </ul>

## Submissions from organizations

Name of Organization	Reference No.
Hong Kong Construction Sub-Contractors Association (HKCSCA)	LC Paper No. CB(1) 306/04-05(01)
Hong Kong Marble & Granite Merchants Association (HKMGMA)	LC Paper No. CB(1) 306/04-05(02)
Construction Site Staff Association (建築地盤職工總會) (CSSA)	LC Paper No. CB(1) 306/04-05(03)
Construction Industry Training Authority (CITA)	LC Paper No. CB(1) 306/04-05(04) LC Paper No. CB(1) 599/04-05(04)
Mixer Truck Drivers Association (MTDA)	LC Paper No. CB(1) 306/04-05(05)
Hong Kong Dumper Truck Drivers Association (HKDTDA)	LC Paper No. CB(1) 306/04-05(06)
Construction Industry Training Authority Staff Association (CITASA)	LC Paper No. CB(1) 306/04-05(07) LC Paper No. CB(1) 451/04-05(01) LC Paper Nos. CB(1) 638/04-05(01) and (02) LC Paper No. CB(1) 682/04-05(01)
Consultant Engineering Firm Resident Site Staff Association (CEFRSSA)	LC Paper No. CB(1) 306/04-05(08)
Hong Kong Construction Industry Employees General Union (HKCIEGU)	LC Paper No. CB(1) 306/04-05(09)
The Hong Kong Institute of Architects (HKIA)	LC Paper No. CB(1) 306/04-05(10) LC Paper No. CB(1) 597/04-05(01)
The Hong Kong Construction Association Ltd. (HKCA)	LC Paper No. CB(1) 306/04-05(11)
Professional Green Building Council (PGBC)	LC Paper No. CB(1) 306/04-05(12)
Hong Kong Housing Society (HKHS)	LC Paper No. CB(1) 306/04-05(13)

Name of Organization	Reference No.
The Real Estate Developers Association of Hong Kong (REDA)	LC Paper No. CB(1) 306/04-05(14)
MTR Corporation (MTR)	LC Paper No. CB(1) 306/04-05(15)
Provisional Construction Industry Co-ordination Board (PCICB)	LC Paper No. CB(1) 374/04-05(01) LC Paper No. CB(1) 451/04-05(02)
The Hong Kong Institution of Engineers (HKIE)	LC Paper No. CB(1) 374/04-05(02)
Hong Kong Institute of Real Estate Administration (HKIREA)	LC Paper No. CB(1) 374/04-05(03)
Kowloon-Canton Railway Corporation (KCR)	LC Paper No. CB(1) 400/04-05(01)
Hong Kong & Kowloon Electrical Engineering & Appliances Trade Workers Union (HKEEATWU)	LC Paper No. CB(1) 434/04-05(01)
The Hong Kong Institute of Surveyors (HKIS)	LC Paper No. CB(1) 597/04-05(02)
Hong Kong & Kowloon Bamboo Scaffolders General Merchants Association Limited (HKKBSGMA)	--
Hong Kong General Building Constructors Association Ltd. (HKGBCA)	--
Chartered Institute of Building (Hong Kong) (CIBHK)	--
Hong Kong Licensed Plumbers Association (HKLPA)	LC Paper No. CB(1) 937/04-05(01)
The Association of Plastering Subcontractors Ltd. (APS)	--