

**Replies to initial written questions raised by Finance Committee Members in  
examining the Estimates of Expenditure 2007-08**

**Director of Bureau : Secretary for Economic Development and Labour  
Session No. : 12**

<b>Reply Serial No.</b>	<b>Question Serial No.</b>	<b>Name of Member</b>	<b>Head</b>	<b>Programme</b>
EDLB(L)001	0172	WONG Kwok-hing	90	Employment Services
EDLB(L)002	0173	WONG Kwok-hing	90	Employment Services
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EDLB(L)023	0370	LEUNG Kwan-yuen, Andrew	90	Employment Services
EDLB(L)024	0437	KWONG Chi-kin	90	Labour Relations
EDLB(L)025	0438	KWONG Chi-kin	90	Labour Relations

<b>Reply Serial No.</b>	<b>Question Serial No.</b>	<b>Name of Member</b>	<b>Head</b>	<b>Programme</b>
<a href="#">EDLB(L)026</a>	0439	KWONG Chi-kin	90	Labour Relations
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<a href="#">EDLB(L)028</a>	0500	TSANG Yok-sing, Jasper	90	000 Operational expenses
<a href="#">EDLB(L)029</a>	0501	TSANG Yok-sing, Jasper	90	000 Operational expenses
<a href="#">EDLB(L)030</a>	0504	HO Chun-yan, Albert	90	Employee Rights and Benefits
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<a href="#">EDLB(L)054</a>	1365	LI Fung-ying	90	Labour Relations

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<a href="#">EDLB(L)083</a>	1900	FUNG Kin-kee, Frederick	90	Labour Relations
<a href="#">EDLB(L)084</a>	1901	FUNG Kin-kee, Frederick	90	Labour Relations
<a href="#">EDLB(L)085</a>	1902	FUNG Kin-kee, Frederick	90	Labour Relations
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<a href="#">EDLB(L)100</a>	1941	CHAN Yuen-han	90	Employee Rights and Benefits
<a href="#">EDLB(L)101</a>	1942	CHAN Yuen-han	90	Employee Rights and Benefits
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<a href="#">EDLB(L)103</a>	2248	LEONG Kah-kit, Alan	90	Labour Relations
<a href="#">EDLB(L)104</a>	2249	LEONG Kah-kit, Alan	90	Employment Services
<a href="#">EDLB(L)105</a>	2250	LEONG Kah-kit, Alan	90	Labour Relations
<a href="#">EDLB(L)106</a>	2251	LEONG Kah-kit, Alan	90	Employment Services
<a href="#">EDLB(L)107</a>	2252	LEONG Kah-kit, Alan	90	Employment Services
<a href="#">EDLB(L)108</a>	2555	LAU Kin-ye, Miriam	100	Services to Ships

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)001**

Question Serial No.

0172

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What are the expenditure and staffing establishment of the Youth Employment Resource Centres in 2007-08?

Asked by: Hon. WONG Kwok-hing

Reply:

The Labour Department will set up two new Youth Employment Resource Centres in 2007-08 to provide one-stop advisory and support services on employment and self-employment to young people aged 15 to 29. Each centre will be staffed by one Labour Officer, one Assistant Labour Officer I, one Assistant Labour Officer II and one Assistant Clerical Officer. Non-governmental organizations will also be engaged to provide professional services to users of the two centres. The estimated annual recurrent expenditure for the two centres is \$14.5 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)002**

Question Serial No.

0173

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What are the cost involved and the number of people to benefit from extending the “Special Incentive Allowance Scheme for Local Domestic Helpers” for one year?

Asked by: Hon. WONG Kwok-hing

Reply:

To further promote the market of local domestic helpers (LDHs), the Administration will extend the Special Incentive Allowance Scheme for Local Domestic Helpers until March 2008. Based on past experience, we anticipate that some 3 000 LDHs would benefit from the extension of the Scheme for one year. In addition to the original provision of \$60 million, \$10 million has been earmarked for the extension.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)003**

Question Serial No.

0174

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please set out in a table, by occupation, industry and wage level, the number of workers imported under the “Supplementary Labour Scheme” in 2006.

Asked by: Hon. WONG Kwok-hing

Reply:

A total of 837 imported workers were approved to come to Hong Kong under the “Supplementary Labour Scheme” in 2006. Breakdowns by job title, industry and wage level are at Appendices 1 to 3.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
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Date 15 March 2007

**Number of imported workers approved  
under the Supplementary Labour Scheme in 2006  
with breakdown by job title**

<b>Job title</b>	<b>Number of imported workers approved</b>
Livestock/ Poultry/ Fish Farm Worker	270
Care Worker (Elderly Service)	155
Aircraft Maintenance Technician	120
Exhibition Technician/ Specialist	62
General Sewing Machine Operator	35
Steel Bridge Segment Assembler	25
Bean Curd/ Soya Bean/ Bean Sprout Processing Worker	22
Cook	20
Steel Fabricator/ Steel Worker	15
Others	113
<b>Total</b>	<b>837</b>



**Number of imported workers approved  
under the Supplementary Labour Scheme in 2006  
with breakdown by industry**

<b>Industry</b>	<b>Number of imported workers approved</b>
Agriculture and fishing	282
Manufacturing	143
Construction	93
Wholesale, retail and import/ export trades, restaurants and hotels	31
Transport, storage and communication	122
Community, social and personal services	166
Total	837

**Number of imported workers approved  
under the Supplementary Labour Scheme in 2006  
with breakdown by wage level**

<b>Monthly wage</b>	<b>Number of imported workers approved</b>
\$5,001-\$6,000	37
\$6,001-\$8,000	227
\$8,001-\$10,000	277
\$10,001-\$12,000	52
\$12,001-\$14,000	16
\$14,001-\$16,000	9
\$16,001-\$18,000	87
\$18,001-\$20,000	101
Above \$20,000	31
<b>Total</b>	<b>837</b>

Examination of Estimates of Expenditure 2007-08  
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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)004**

Question Serial No.

0175

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please set out in a table, by occupation, industry and wage level, the number of participants of the “Work Trial Scheme” in 2006.

Asked by: Hon. WONG Kwok-hing

Reply:

In 2006, a total of 806 participants were placed into work trials. Of the 497 participants who completed the one-month work trial, 382 were offered employment and 330 of them accepted the offers. The breakdowns of these 330 placements by occupation group, industry and wage level are as follows:

Occupation	No. of placements
Clerks	138
Elementary Occupations	47
Associate Professionals	37
Service Workers	37
Shop Sales Workers	36
Others	35

Industry	No. of placements
Wholesale and Retail	67
Import and Export Trade	50
Community, Social and Personal Services	48
Business Services	46
Manufacturing	41
Others	78

Monthly Wage	No. of placements
Below \$5,000	63
\$5,000 to \$5,999	181
\$6,000 and above	86

Signature \_\_\_\_\_

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Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
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Reply Serial No.

**EDLB(L)005**

Question Serial No.

0176

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the “Work Trial Scheme”, what was the number of participants who successfully kept their jobs for 3 months or more?

Asked by: Hon. WONG Kwok-hing

Reply:

In 2006, of the 330 participants who had accepted offers of employment after the completion of one-month work trial, 190 worked for 3 months or more in the post-trial employment.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

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Development and Labour (Labour)/  
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Date 15 March 2007

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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)006**

Question Serial No.

1751

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What was the average cost (including allowance and relevant administrative costs) for training a participant under the Youth Pre-employment Training Programme in 2006-07?

Asked by: Hon. WONG Kwok-hing

Reply:

Since the 2006/07 programme of the Youth Pre-employment Training Programme will run until August 2007, the total number of participating trainees is not yet available. For the 2005/06 programme running from September 2005 to August 2006, a total of 7 182 participants were recorded and the average expenditure for each participant (including allowance and administrative expenses) was \$7,400.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)007**

Question Serial No.

1752

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What is the estimated average cost (including allowance and relevant administrative costs) for training a participant under the Youth Pre-employment Training Programme in 2007-08?

Asked by: Hon. WONG Kwok-hing

Reply:

The estimated expenditure of the Youth Pre-employment Training Programme for 2007-08 is \$54 million. It is difficult to estimate the number of participants joining the Programme in 2007-08 and hence the average expenditure for each participant, as this depends on the labour market situation and the availability of other opportunities for further studies.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

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Commissioner for Labour

Date 16 March 2007

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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)008**

Question Serial No.

1753

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What was the average cost (including allowance and relevant administrative costs) for training a participant under the Youth Work Experience and Training Scheme in 2006-07?

Asked by: Hon. WONG Kwok-hing

Reply:

Since the 2006/07 Programme for the Youth Work Experience and Training Scheme will run until August 2007, the total number of participating trainees is not yet available. For the 2005/06 Programme running from 7 August 2005 to 6 August 2006, a total of 12 200 young people participated in the Scheme and the average expenditure for each participant (including allowance and administrative expenses) was \$8,750.

Signature \_\_\_\_\_

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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)009**

Question Serial No.

1754

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What is the estimated average cost (including allowance and relevant administrative costs) for training a participant under the Youth Work Experience and Training Scheme in 2007-08?

Asked by: Hon. WONG Kwok-hing

Reply:

The estimated expenditure of the Youth Work Experience and Training Scheme for 2007-08 is \$75 million. It is difficult to estimate the number of participants joining the Scheme in 2007-08 and hence the average expenditure for each participant, as this depends on the labour market situation and the availability of opportunities for further studies.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

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Reply Serial No.

**EDLB(L)010**

Question Serial No.

0234

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What were the details of work and the expenditure involved in combating wage offences in 2006? What are the planned details and the estimated expenditure involved in 2007-08?

Asked by: Hon. LEUNG Yiu-chung

Reply:

In 2006, the Labour Department (LD) continued to strengthen its capacity in intelligence gathering and evidence collection on wage offences. Alert systems were developed in collaboration with trade unions in the construction and catering industries to gather intelligence on wage offences for early intervention. A pilot programme was launched to proactively forestall problematic restaurants from evading their wage liabilities. LD also adopted a tactical approach in tackling wage offences by launching more targeted inspections by labour inspectors. Complaints reported were promptly investigated and prosecution was initiated once there was sufficient evidence to establish a wage offence. As a result of these efforts, the number of convicted summonses in relation to wage offences increased from 587 in 2005 to 785 in 2006, representing an increase of 34%. Two company directors and an employer were given custodial sentences for defaulting wage payment.

To enhance the deterrent effect on employers defaulting wage payment, the maximum penalty for wage offences has been substantially raised from a fine of \$200,000 and imprisonment for one year to a fine of \$350,000 and imprisonment for three years with effect from 30 March 2006.

In 2006-07, LD continues to employ former police officers to strengthen investigation of wage offences. The estimated expenditure for employing these former police officers is \$1.6 million. For other officers who are involved in combating wage offences, as they also undertake other enforcement duties, we do not have a separate breakdown of the expenditure on these officers' involvement in the work.

In 2007-08, LD will continue with its efforts to combat wage offences through conducting more targeted inspections with particular emphasis on the construction and catering industries, investigation of complaints and prosecution of offenders. LD will continue to employ the former police officers to assist in detecting and investigating wage offences at an estimated cost of \$1.8 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
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Date 15 March 2007

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**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)011**

Question Serial No.

0235

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2006, what were the details of work and the expenditure involved in protecting the statutory rights and benefits of non-skilled workers employed by contractors to provide service to government departments? What are the planned details and the estimated expenditure involved in 2007-08?

Asked by: Hon. LEUNG Yiu-chung

Reply:

To protect the rights and benefits under labour laws of non-skilled workers employed by government service contractors, labour inspectors of the Labour Department (LD) conducted 659 workplace inspections and interviewed 2 369 non-skilled workers engaged by 105 service contractors in 2006. During the same year, LD prosecuted 12 service contractors resulting in 62 convicted summonses under labour laws. The convictions were promptly reported to the relevant procuring departments for their follow-up action against the offending contractors.

In 2007-08, LD will continue its efforts in safeguarding the rights and benefits of non-skilled workers employed by government service contractors through conducting inspections and investigating complaints. Prosecution will be initiated if there is sufficient evidence to establish an offence. We will also maintain close cooperation with the procuring departments in tackling malpractices of government service contractors.

As labour inspectors enforce various pieces of labour legislation in both public and private sectors, we do not have a separate breakdown of the expenditure involved in safeguarding the rights and benefits of non-skilled workers employed by government service contractors.

Signature \_\_\_\_\_

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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)012**

Question Serial No.

0236

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2006, what were the details of work and the expenditure involved in enhancing foreign domestic helpers' understanding of their employment rights? What are the planned details and the estimated expenditure involved in 2007-08?

Asked by: Hon. LEUNG Yiu-chung

Reply:

In 2006, the Labour Department (LD) adopted a multi-pronged approach in enhancing the understanding of employment rights and benefits by foreign domestic helpers (FDHs). Details are as follows:

- (a) producing a new leaflet on the key provisions of the Employment Ordinance (EO) for FDHs and their employers in English, Chinese, Tagalog, Indonesian and Thai;
- (b) revising and reprinting a guidebook in the above five languages to provide practical guidance on employment matters for FDHs and their employers;
- (c) producing publicity materials in English, Tagalog, Indonesian and Thai highlighting the rights and benefits of FDHs for display at various functions organised by Consulates, unions and non-government organisations;
- (d) placing advertisements on key messages of the EO in local newspapers for Filipinos and Indonesians in their respective languages;
- (e) organising briefings on the EO for FDHs on their rest days;
- (f) displaying information and distributing publications on employment rights and benefits of FDHs in roving exhibitions on the EO;
- (g) staging information kiosks and information expos for FDHs at places where FDHs frequently gathered;
- (h) screening publicity videos, one for FDHs (available in English, Tagalog, Indonesian and Thai) and the other for their employers at public venues (including visa-issuing offices of the Immigration Department) to promote awareness of their rights and obligations. Copies of the videos may also be obtained from the Labour Relations Division Offices of LD; and

- (i) apart from the official English version of the standard employment contract for FDHs, sample contracts in Chinese, Tagalog, Indonesian and Thai have been prepared for distribution together with the special guidebook for FDHs and their employers, to ensure better understanding of the contract terms.

The total cost for the above initiatives is about \$1.2 million.

In 2007-08, we will continue to publicise key messages on the employment rights and benefits of FDHs through various channels. We will produce a new pamphlet for employers of FDHs, screen publicity videos and produce souvenirs bearing important messages concerning rights and benefits for distribution to FDHs. The estimated cost is \$1 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)013**

Question Serial No.

0237

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2007-08, the Administration will familiarise stakeholders with the new medical functions of registered Chinese medicine practitioners in relation to employee benefits under labour laws. What are the planned details and the estimated expenditure involved?

Asked by: Hon. LEUNG Yiu-chung

Reply:

In 2007-08, the Labour Department will organise a series of promotional activities, including seminars, briefings and experience-sharing sessions, for registered Chinese medicine practitioners, undergraduates taking Chinese Medicine programmes in local universities, employers and their associations, employees and their unions, human resources practitioners and insurers. The activities organised for registered Chinese medicine practitioners will focus on the good practices in maintaining medical records, the guidelines on the issuance of sick leave certificates and the associated legal responsibilities of a medical professional under labour laws. We will also organise activities for other stakeholders to draw their attention to the relevant provisions of the labour laws and matters that require their special attention. The estimated expenditure for these activities in 2007-08 is \$400,000.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)014**

Question Serial No.

0238

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2007-08, the Administration will enhance the protection to cleaning workers and security guards under the Wage Protection Movement through stepping up inspections to workplaces. What are the planned details and the estimated expenditure involved?

Asked by: Hon. LEUNG Yiu-chung

Reply:

In 2007-08, the Labour Department (LD) will set up a new team comprising 13 labour inspectors to strengthen inspections to workplaces, including those where cleaning workers and security guards are engaged by employers participating in the Wage Protection Movement (WPM) and their outsourced contractors. The labour inspectors will check if participating employers and their contractors have paid their cleaning workers and security guards in accordance with the terms of the written employment contracts and if the workers enjoy their statutory entitlements under the Employment Ordinance.

Since the team will also be tasked to step up enforcement against wage offences, with particular emphasis on the catering and construction sectors, we do not have a breakdown of the estimated expenditure for inspections in relation to the WPM.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007



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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)015**

Question Serial No.

1638

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What were the details and expenditure regarding the launching of the Wage Protection Movement in 2006? What are the details and expenditure involved in 2007-08?

Asked by: Hon. LEUNG Yiu-chung

Reply:

Since the launching of the Wage Protection Movement for cleaning workers and security guards (WPM) in late October 2006, the Labour Department (LD) has mounted a major publicity drive to promote the movement. A dedicated website and a dedicated enquiry hotline have been set up to provide information on the WPM and to handle enquiries. Radio and TV Announcements in the Public Interest (APIs) have been broadcast through the electronic media and others channels, including screening the TV API on public buses, trains and Mass Transit Railway as well as at lift lobbies of commercial buildings and outdoor. A logo for use by enterprises/organisations which have joined, and continue to comply with, the WPM has been produced. Publicity materials such as leaflets and posters have been widely distributed to different stakeholders. The expenditure for this publicity drive in 2006-07 is around \$2.2 million.

LD will continue to promote wage protection through various publicity measures in 2007-08, including screening television and radio APIs through various media channels; distributing publicity materials such as leaflets and posters to different stakeholders and disseminating flyers with water bills; organising roving exhibitions and displaying information at the Property Management Advisory Centres of the Hong Kong Housing Society; and arranging outdoor advertisements by means of tramcars, buses and roadside banners. Through the use of written employment contracts, LD will be able to resolve labour disputes and take enforcement action more effectively. LD will conduct inspection to detect and investigate failure to pay wages according to the terms stipulated in the written employment contracts. If wage offences are detected, prosecution will be initiated if there is sufficient evidence. LD will also provide free conciliation service in case of labour dispute. The estimated expenditure involved in 2007-08 of \$9.21 million includes expenditure for publicity, as well as staff and related costs for additional manpower required for overseeing the implementation of the WPM and for stepping up enforcement against wage offences (such as providing conciliation service, and carrying out inspection, investigation and prosecution of wage offences, as appropriate), with particular emphasis on the catering and construction sectors. We do not have a breakdown of the estimated expenditure in launching the WPM.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
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Reply Serial No.

**EDLB(L)016**

Question Serial No.

1639

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2007-08, the Administration will organise a large-scale seminar to encourage employers to adopt family-friendly employment practices. What are the planned details and expenditure involved?

Asked by: Hon. LEUNG Yiu-chung

Reply:

The Labour Department (LD) will organise a large-scale seminar on 1 June 2007 to promote family-friendly employment practices among employers. We expect that the seminar will attract around 300 participants, including employers, representatives of employer associations and human resources practitioners. The estimated expenditure is \$120,000.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
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Reply Serial No.

**EDLB(L)017**

Question Serial No.

1950

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

How many applications were received under the “Special Incentive Allowance Scheme for Local Domestic Helpers” in 2006? How many of them were approved and what was the expenditure involved?

Asked by: Hon. LEUNG Yiu-chung

Reply:

In 2006, there were 3 073 applications for the Special Incentive Allowance Scheme for Local Domestic Helpers. Of these, 3 039 were successful. The amount of allowance paid out in 2006 is about \$12.9 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
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Reply Serial No.

**EDLB(L)018**

Question Serial No.

1951

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

How many applications were received under the “Youth Pre-employment Training Programme” in 2005 and 2006? What were the expenditures involved for the Programme in the two years respectively?

Asked by: Hon. LEUNG Yiu-chung

Reply:

Altogether 9 609 applications were received for the 2005/06 Programme ended in August 2006. Total expenditure involved was \$53 million.

The 2006/07 Programme is being delivered in two phases. For Phase I of the Programme running from September 2006 to February 2007, a total of 6 264 applications were received. Phase II of the 2006/07 Programme commenced on 24 February 2007 and admission of trainees is still underway. The estimated expenditure for the 2006/07 Programme is \$48 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)019**

Question Serial No.

1952

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

How many applications were received under the “Youth Work Experience and Training Scheme” in 2006? How many trainees successfully secured employment? What was the success rate and the expenditure involved?

Asked by: Hon. LEUNG Yiu-chung

Reply:

For the 2005/06 Programme running from 7 August 2005 to 6 August 2006, 12 200 young persons joined the Youth Work Experience and Training Scheme. During the period, 6 062 placements of training vacancies under the Scheme were achieved and another 2 332 placements were secured for trainees in the open market through the assistance of their case managers. The total expenditure for the 2005/06 Programme was \$106.8 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

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**CONTROLLING OFFICER'S REPLY TO  
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Reply Serial No.

**EDLB(L)020**

Question Serial No.

1953

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

How many applications were received under the “Re-employment Training Programme for the Middled-aged” in 2006? How many applicants successfully secured employment? What was the success rate and the expenditure involved?

Asked by: Hon. LEUNG Yiu-chung

Reply:

The Re-employment Training Programme for the Middle-aged aims at assisting the unemployed aged 40 or above to secure employment through the provision of on-the-job training by employers. A training allowance will be paid to employers for hiring and providing training to middle-aged job-seekers.

In 2006, a total of 9 734 job-seekers were placed into employment under the Re-employment Training Programme for the Middle-aged and 3 738 employers applied for on-the-job training allowance under the Programme. Some employers have yet to submit their claims for training allowance while some employees are still undergoing the three-month on-the-job training. The expenditure incurred in the year was \$10.8 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
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Date 16 March 2007

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Reply Serial No.

**EDLB(L)021**

Question Serial No.

1954

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

How many applications were received under the “Work Orientation and Placement Scheme” in 2006? How many applicants successfully secured employment? What was the success rate and the expenditure involved?

Asked by: Hon. LEUNG Yiu-chung

Reply:

06, the Work Orientation and Placement Scheme (WOPS) recorded 327 disabled participants in its pre-employment training programme and achieved 303 work placements.

006-07, the estimated total expenditure for the WOPS is \$1.4 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007



Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)022**

Question Serial No.

1955

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

How many applications were received under the “Work Trial Scheme” in 2006? How many applicants successfully secured employment? What was the success rate and the expenditure involved?

Asked by: Hon. LEUNG Yiu-chung

Reply:

In 2006, a total of 806 participants were placed into work trial under the Work Trial Scheme. Of the 497 participants who completed the one-month work trial, 382 were offered employment and 330 of them accepted the offers. The total expenditure for the year was \$2.7 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

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Development and Labour (Labour)/  
Commissioner for Labour

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Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)023**

Question Serial No.

0370

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the matters requiring special attention in 2007-08, it is mentioned that two Youth Employment Resource Centres will be set up to provide one-stop advisory and support services on employment and self-employment for young people aged between 15 and 29. Please provide information on the expenditure involved and the estimated number of successful job placements for the young people.

Asked by: Hon. LEUNG Kwan-yuen, Andrew

Reply:

The two Youth Employment Resource Centres will provide one-stop advisory and support services on employment and self-employment to young people aged 15 to 29. Services to be provided include self-assessment, career counselling, up-to-date employment market information, and provision of office facilities for young people pursuing self-employment, etc. It is estimated that around 72 000 young people will make use of the centres' services and facilities each year. The estimated annual recurrent expenditure for the two centres is \$14.5 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)024**

Question Serial No.

0437

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the matters requiring special attention in 2007-08, what are the expenditure, number of staff and staffing establishment involved in launching the Wage Protection Movement?

Asked by: Hon. KWONG Chi-kin

Reply:

In 2007-08, a total of 23 new posts will be created under the Labour Relations Programme and the Employee Rights and Benefits Programme. They will be responsible for launching the Wage Protection Movement (WPM) for cleaning workers and security guards, as well as for stepping up enforcement against wage offences, with particular emphasis on the catering and construction sectors. The new posts comprise three Labour Officers, seven Assistant Labour Officers I, one Chief Labour Inspector, two Senior Labour Inspectors and 10 Labour Inspectors I.

The estimated expenditure of \$9.21 million includes expenditure for publicity, as well as staff and related costs for additional manpower required for overseeing the launch of the WPM, providing conciliation service, and carrying out inspection, investigation and prosecution of wage offences, as appropriate. We do not have a breakdown of the estimated expenditure in launching the WPM.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)025**

Question Serial No.

0438

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the organisation of a large-scale seminar to encourage employers to adopt family-friendly employment practices, has the Government conducted any study on these practices? If yes, what are the results of the study and whether the results have been released to the public? If no, would resources be allocated to study what family-friendly employment practices are applicable to Hong Kong?

Asked by: Hon. KWONG Chi-kin

Reply:

To facilitate the drawing up of suitable promotional programmes, officers of the Labour Department have been collecting information on family-friendly employment practices adopted in different establishments through their regular contacts with members of 18 Human Resources Managers Clubs formed in various trades and industries and with other sources. We have not conducted any formal study on family-friendly employment practices in Hong Kong but will consider to do so as and when the need arises.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)026**

Question Serial No.

0439

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

When will the large-scale seminar on family-friendly employment practices be held? What will be the number of participants and the expenditure involved? Will there be any promotional plans after the seminar is held?

Asked by: Hon. KWONG Chi-kin

Reply:

The Labour Department (LD) will organise a large-scale seminar on 1 June 2007 to promote family-friendly employment practices among employers. We expect that the seminar will attract around 300 employers, representatives of employer associations and human resources practitioners. The estimated expenditure is \$120,000.

The seminar will be a useful forum for participants to gain a better understanding of the latest development on family-friendly employment practices and share experience in implementing such practices. After the seminar, we will organise various promotional activities to disseminate information on good family-friendly employment practices, including roving exhibitions at different locations throughout the territory to increase public awareness of the subject. We will also promote enlightened family-friendly employment practices among human resources practitioners through LD's network of 18 Human Resources Managers Clubs formed in various trades and industries.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

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**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)027**

Question Serial No.

0499

Head: 90 – Labour Department

Subhead(No. & title): 000 Operational expenses

Programme:

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the Mandatory Provident Fund contribution and the Civil Service Provident Fund contribution under Personnel Related Expenses, the estimates for 2007-08 are substantially increased by 2.85 times and 3.3 times respectively when compared with the revised estimates for 2006-07. What are the reasons?

Asked by: Hon. TSANG Yok-sing, Jasper

Reply:

The estimated increase in the requirement for Mandatory Provident Fund and the Civil Service Provident Fund contributions in 2007-08 is mainly for the newly-recruited civil servants on new probationary terms and serving officers on new agreement terms to be further appointed on new permanent terms respectively.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)028**

Question Serial No.

0500

Head: 90 – Labour Department

Subhead(No. & title): 000 Operational expenses

Programme:

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The general departmental expenses have increased from \$140 million in 2006-07 to the estimate of \$164 million in 2007-08. What are the reasons?

Asked by: Hon. TSANG Yok-sing, Jasper

Reply:

The 2007-08 estimate of \$164 million for general departmental expenses represents an increase of \$24 million over the revised estimate for 2006-07. The increase in provision is mainly due to:

- (a) setting up two Youth Employment Resource Centres (about \$16.2 million);
- (b) launching the Wage Protection Movement and stepping up enforcement action against wage offences in the catering and construction industries (about \$2.6 million);
- (c) transfer of the provision to the Labour Department for support services for the Local Employment Service System and the Selective Placement System from the Office of the Government Chief Information Officer (about \$1.2 million);
- (d) procurement of services and organisation of activities to support the commencement of the Certification for Employee Benefits (Chinese Medicine) (Miscellaneous Amendments) Ordinance 2006 (about \$1.2 million); and
- (e) increased requirement for the Youth Pre-employment Training Programme (about \$2.6 million).

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007



Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)029**

Question Serial No.

0501

Head: 90 – Labour Department

Subhead(No. & title): 000 Operational expenses

Programme:

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The 2007-08 estimated expenditure of \$14.11 million for campaigns, exhibitions and publicity is 25% higher than the revised estimate for 2006-07. What are the reasons? Please provide a list of the campaigns expected to be launched, including the names, contents and cost involved.

Asked by: Hon. TSANG Yok-sing, Jasper

Reply:

The 2007-08 estimated expenditure of \$14.11 million for campaigns, exhibitions and publicity is 25% higher than the revised estimate for 2006-07. The increase in provision is mainly for organising activities to promote the new Youth Employment Resource Centres (about \$1.3 million) and the Wage Protection Movement (about \$1.5 million).

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

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Reply Serial No.

**EDLB(L)030**

Question Serial No.

0504

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please set out, by industry, details of the targeted operations launched in 2006-07 against suspected wage offences and illegal employment, including the manpower and expenditure involved, the number of warnings issued and prosecutions taken.

Asked by: Hon. HO Chun-yan, Albert

Reply:

On combating wage offences

In 2006, labour inspectors of the Labour Department (LD) conducted 11 106 targeted inspections to combat wage offences. A breakdown of the targeted inspections by industry and result is given below:

Industry	Number of targeted inspections	Number of written warnings issued	Number of convicted summonses
Catering	3 529	41	45
Community, social and personal services	1 340	53	48
Construction	470	53	116
Finance, insurance, real estate and business services	1 139	22	34
Manufacturing	357	28	38
Transport, storage and communication	209	11	17
Wholesale, retail, import/export and hotels	4 052	27	16
Others	10	0	18
Total	11 106	235	332

On combating illegal employment

In 2006, LD launched 189 joint operations with the Police and the Immigration Department to combat illegal employment. These operations covered 889 establishments. A breakdown of the establishments by industry is given below:

Industry	Number of establishments covered
Catering	217
Community, social and personal services	70
Construction	129
Finance, insurance, real estate and business services	5
Manufacturing	63
Transport, storage and communication	11
Wholesale, retail, import/export and hotels	393
Others	1
Total	889

Labour inspectors do not have the power to arrest and prosecute illegal workers and their employers. Suspected illegal workers and their employers detected during the joint operations are arrested by police officers or immigration officers for further investigation and prosecution.

Manpower and expenditure involved

As labour inspectors also undertake other enforcement duties, we do not have a separate breakdown of the manpower and expenditure involved in combating wage offences and illegal employment.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)031**

Question Serial No.

0505

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please set out the details, manpower involved and effectiveness of the publicity campaigns launched in 2006-07 to enhance public awareness of removing age discrimination in employment.

Asked by: Hon. HO Chun-yan, Albert

Reply:

In 2006-07, the Labour Department (LD) publicised the importance of removing age discrimination in employment through various measures. We have broadcast Announcements of Public Interest through the electronic media and shown them on the outside walls of commercial buildings and concourses of train stations. We have displayed large publicity banners at prominent locations and put up posters at LD's 12 job centres. We have also distributed practical guidelines and leaflets for public consumption. These publicity efforts should go a long way towards enhancing public awareness of the matter.

Expenditure on the education and publicity measures in 2006-07 is about \$300,000. The manpower resources involved were absorbed within the existing provision.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)032**

Question Serial No.

0988

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

1. Regarding the labour disputes handled in 2006, please provide a breakdown of the figures by industry and cause.
2. Regarding the claims handled in 2006, please provide a breakdown of the figures by cause.

Asked by: Hon. LEE Cheuk-yan

Reply:

Statistics on labour disputes and claims handled by the Labour Relations Division of the Labour Department in 2006 are as follows:

Breakdown of labour disputes by industry

<b>Industry</b>	<b>No. of labour disputes</b>
Construction	112
Restaurants & hotels	39
Transport, storage and communication	19
Manufacturing	10
Financing, insurance, real estate & business services	8
Community, social and personal services	7
Wholesale, retail and import/export trades	4
<b>Total</b>	<b>199</b>

Breakdown of labour disputes by cause

<b>Cause</b>	<b>No. of labour disputes</b>
Disputes involving principal contractor and subcontractor	94
Cessation of business	41
Insolvency	23
Non-payment of wages	12
Retrenchment	6
Dismissal	4
Variation of terms of employment contract	2
Others	17

Breakdown of claims by cause

<b>Cause</b>	<b>No. of claims</b>
Termination of contract	11 113
Non-payment of wages	8 846
Non-payment of holiday pay/ annual leave pay/ rest day pay/ sickness allowance	2 403
Cessation of business	465
Retrenchment	251
Insolvency	197
Lay-off	103
Variation of terms of employment contract	59
Others	1 521

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
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Reply Serial No.

**EDLB(L)033**

Question Serial No.

0989

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The Administration will create 7 posts for launching the Wage Protection Movement. Please set out the ranks and duties of the 7 posts as well as the expenditure required.

Asked by: Hon. LEE Cheuk-yan

Reply:

The seven posts to be created under the Labour Relations Programme comprise two Labour Officers and five Assistant Labour Officers I. They will be responsible mainly for overseeing the operation of the Wage Protection Movement for cleaning workers and security guards (WPM), devising and implementing suitable publicity and promotional programmes, monitoring wage payment, handling enquires and providing conciliation services, and stepping up investigation of wage offences, with particular emphasis on the catering and construction sectors.

In 2007-08, the estimated staff cost of these posts is \$1.8 million. As these officers will also be tasked to tackle other wage offences, we do not have a breakdown of the estimated expenditure in relation to the WPM.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

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Reply Serial No.

**EDLB(L)034**

Question Serial No.

0990

Head: 90 – Labour Department

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

Programme:

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the commitment for Item 536 - Incentive allowance for local domestic helpers, the estimated balance is only \$17,542,000 in 2007. Is it adequate to cover the estimated expenditure for 2007-08?

Asked by: Hon. LEE Cheuk-yan

Reply:

To further promote the market of local domestic helpers, the Administration will extend the Special Incentive Allowance Scheme for Local Domestic Helpers until March 2008. In addition to the original provision of \$60 million, \$10 million has been earmarked for the extension. This additional funding, together with the outstanding commitment balance of the Scheme, totalling some \$28 million, should be adequate to meet the estimated expenditure in 2007-08.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007



Examination of Estimates of Expenditure 2007-08  
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Reply Serial No.

**EDLB(L)035**

Question Serial No.

1285

Head: 90 – Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the placements secured under the Youth Work Experience and Training Scheme in 2005-06, please provide a breakdown of the figures by sex, age, industry, occupation and earnings.

Asked by: Hon. LEE Cheuk-yan

Reply:

During the 2005/06 Programme Year of the Youth Work Experience and Training Scheme running from 7 August 2005 to 6 August 2006, 6 062 placements of training vacancies were achieved for trainees under the Scheme. Breakdowns by sex and age, industry, occupation and earnings are as follows –

Breakdown by sex and age

Age group	Male	Female	Total
15 – 19	1 188	1 109	2 297
20 or above	1 971	1 794	3 765
Total	3 159	2 903	6 062

Breakdown by industry

Industry	No. of placements
Education Services	1 040
Wholesale and Retail	628
Import and Export	508
Personal Services	498
Catering	493
Others	2 895
Total	6 062

Breakdown by occupation

Occupational Group	No. of placements
General Assistant / Data-entry Clerk / Clerk	1 282
Information Technology Officer	702
Sales and Marketing Representative	630
Craftsman / Technician / Engineer (non IT-fields)	524
Programme Coordinator / Programme Assistant	444
Others	2 480
Total	6 062

Breakdown by earnings

Monthly Earnings	No. of placements
\$4,000 - \$4,999	2 636
\$5,000 - \$5,999	2 362
\$6,000 or above	1 064
Total	6 062

In addition, 2 332 placements were secured for trainees in the open market through the assistance of their case managers. We do not have statistical breakdowns of these placements.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

**EDLB(L)036**

1286

Head: 90 – Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the placements secured under the Re-employment Training Programme for the Middle-aged in 2006, please provide a breakdown of the figures by sex, age, industry, occupation and earnings.

Asked by: Hon. LEE Cheuk-yan

Reply:

In 2006, a total of 9 734 job-seekers were placed into employment under the Re-employment Training Programme for the Middle-aged. Of these, 58% were female and 59% were aged between 40 and 50 while the rest were aged 51 or above. They were mainly placed into community and social services (21%), real estate sector (18%), business services (8%), manufacturing industries (7%), import and export trades (7%) and the rest in a wide variety of sectors. As regards occupations, 20% of those placed were engaged as cleaners, 19% as security guards or carpark assistants, 11% as packers, stock-keepers, messengers or delivery workers, 8% as labourers, 7% as clerks and the rest in various jobs. About 56% of them were placed in jobs with monthly wages between \$5,000 and \$6,999 while 24% with wages at \$7,000 or above and the remaining 20% were placed in jobs with wages below \$5,000.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
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Date 15 March 2007

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Reply Serial No.

**EDLB(L)037**

Question Serial No.

1287

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the placements secured through the employment services of the Labour Department for able-bodied job-seekers in 2006, please provide a breakdown of the figures by sex, age, industry, occupation and earnings. Among them, what are the respective numbers of part-time jobs, temporary jobs and full-time jobs with earnings less than \$4,000?

Asked by: Hon. LEE Cheuk-yan

Reply:

In 2006, the Labour Department (LD) secured 118 937 placements for able-bodied job-seekers. Of these, 26 160 were made through referrals by LD while the others were by job-seekers successfully applying to employers direct for jobs posted by LD. The breakdowns of placements through LD's referrals by sex and age, industry, occupation and earnings are as follows:

<b>Age Group</b>	<b>Male</b>	<b>Female</b>	<b>No. of placements</b>
15-19	935	1 037	1 972
20-29	3 891	3 374	7 265
30-39	1 675	2 448	4 123
40-49	2 392	5 203	7 595
50-59	2 017	2 633	4 650
60 or above	389	166	555
<b>Total</b>	<b>11 299</b>	<b>14 861</b>	<b>26 160</b>

<b>Industry</b>	<b>No. of placements</b>
Manufacturing	3 078
Construction	975
Wholesale, retail and import/export trades, restaurants and hotels	6 750
Transport, storage and communication	1 370
Financing, insurance, real estate and business services	4 332
Community, social and personal services	6 200
Others (including government sector)	3 455
<b>Total</b>	<b>26 160</b>

<b>Occupational Group</b>	<b>No. of placements</b>
Managers and Administrators	171
Professionals	176
Associate Professionals	2 142
Clerks	7 119
Service Workers	2 535
Shop Sales Workers	1 619
Agriculture, Animal Husbandry and Forestry Workers and Fishermen	108
Craft and Related Workers	816
Plant and Machine Operators and Assemblers	883
Elementary Occupations	10 497
Others	94
<b>Total</b>	<b>26 160</b>

<b>Monthly Earnings</b>	<b>No. of placements</b>
Below \$4,000	3 812
\$4,000 - \$4,999	2 556
\$5,000 - \$5,999	6 225
\$6,000 - \$6,999	5 693
\$7,000 - \$7,999	4 083
\$8,000 - \$8,999	1 585
\$9,000 - \$9,999	789
\$10,000 or above	1 417
<b>Total</b>	<b>26 160</b>

Of the 3 812 placements with monthly earnings below \$4,000, 3 399 (89%) were part-time or temporary jobs while 413 (11%) were full-time jobs.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

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**CONTROLLING OFFICER'S REPLY TO  
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Reply Serial No.

**EDLB(L)038**

Question Serial No.

1288

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the placements secured through the employment services of the Labour Department for disabled job-seekers in 2006, please provide a breakdown of the figures by sex, age, industry, occupation and earnings. Among them, what are the respective numbers of part-time jobs and full-time jobs with earnings less than \$3,000?

Asked by: Hon. LEE Cheuk-yan

Reply:

06, the Labour Department secured 2 493 placements for disabled job-seekers. A breakdown by sex, age, in occupation and earnings is set out below.

(a) By sex and age

Age	Male	Female	Total
15-19	62	45	107
20-29	604	464	1 068
30-39	352	282	634
40-49	271	225	496
50-59	93	84	177
60 or above	6	5	11
Total	1 388	1 105	2 493

(b) By industry

Industry	Number of placements
Manufacturing	458
Construction	51
Wholesale, retail and import/export trades, restaurants and hotels	723
Transport, storage and communication	50
Financing, insurance, real estate and business services	414
Community, social and personal services	596
Others (including government sector)	201
Total	2 493

(c) By occupation

Occupational Group	Number of placements
Professional, technical and related workers	48
Administrative and managerial workers	17
Clerical and related workers	480
Sales workers	591
Service workers	667
Production workers, transport equipment operators and labourers	690
Total	2 493

(d) By earnings

Monthly earnings	Number of placements
Below \$3,000	1 015
\$3,000 - \$3,999	300
\$4,000 - \$4,999	478
\$5,000 - \$5,999	324
\$6,000 - \$6,999	205
\$7,000 - \$7,999	104
\$8,000 - \$8,999	47
\$9,000 or above	20
Total	2 493

For the 1 015 placements with monthly earnings below \$3,000, 656 (65%) were part-time jobs and 359 (35%) were full-time jobs.

Signature \_\_\_\_\_

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Development and Labour (Labour)/  
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Reply Serial No.

**EDLB(L)039**

Question Serial No.

1289

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Among those people who sought consultation service at the occupational health clinics in 2006, what were the respective numbers of people suffering from diseases or injuries caused by work, related to work or aggravated by work? How many of them had diseases or injuries unrelated to work? Please provide a breakdown, by sex, age, industry, occupation and type of disease, on the number of these two groups of patients.

Asked by: Hon. LEE Cheuk-yan

Reply:

In 2006, a total of 2 588 patients sought consultation at the Labour Department's occupational health clinics. Of these, 230 (or 8.9%) suffered from diseases or injuries caused by work, 2 026 (or 78.3%) from diseases related to or aggravated by work, and 332 (12.8%) had diseases or injuries unrelated to work.

The following tables give a breakdown of the two groups of patients by sex, age, industry, occupation and nature of disease:-

By sex

Sex	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Male	804 (36%)	133 (40%)
Female	1452 (64%)	199 (60%)
Total	2256 (100%)	332 (100%)

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
< = 20	16 (1%)	0 (0%)
21-40	822 (36%)	96 (29%)
41-60	1 395 (62%)	222 (67%)
>60	23 (1%)	14 (4%)
Total	2 256 (100%)	332 (100%)



By industry

Industry	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Community, social and personal services	959 (42%)	128 (39%)
Wholesale, retail and import/export trades, restaurants and hotels	474 (21%)	52 (16%)
Financing, insurance, real estate and business services	328 (14%)	28 (8%)
Manufacturing	217 (10%)	26 (8%)
Transport, storage and communications	128 (6%)	15 (4%)
Others	150 (7%)	83 (25%)
Total	2 256 (100%)	332 (100%)

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Service personnel	749 (33%)	64 (19%)
Clerical and related personnel	566 (25%)	82 (25%)
Production and related personnel, transport equipment operators and labourers	422 (19%)	70 (21%)
Professionals and technicians	284 (13%)	36 (11%)
Others	235 (10%)	80 (24%)
Total	2 256 (100%)	332 (100%)

By nature of disease

Nature of disease	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	2024 (89.7%)	176 (53%)
Skin	130 (5.8%)	48 (14%)
Auditory	19 (0.8%)	14 (4%)
Respiratory	18 (0.8%)	9 (3%)
Neurological	13 (0.6%)	10 (3%)
Visual	9 (0.4%)	7 (2%)
Others	43 (1.9%)	68 (21%)
Total	2 256 (100%)	332 (100%)

Signature \_\_\_\_\_

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Reply Serial No.

**EDLB(L)040**

Question Serial No.

1290

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please provide a breakdown of cases on the basis of the time required to effect payment in respect of applications to the Protection of Wages on Insolvency Fund in 2006.

Asked by: Hon. LEE Cheuk-yan

Reply:

The time required to effect payment from the Protection of Wages on Insolvency Fund in respect of applications processed in 2006 is as follows:

Payment Time	Number of Applications
4 weeks or less	4 747
More than 4 weeks to 6 weeks	1 135
More than 6 weeks to 8 weeks	522
More than 8 weeks to 10 weeks	282
Total	6 686

Signature \_\_\_\_\_

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Reply Serial No.

**EDLB(L)041**

Question Serial No.

1291

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the employee compensation claims processed in 2006, please provide a breakdown of the figures by industry. As at the end of 2006, how many cases had been resolved? How much compensation was involved?

Asked by: Hon. LEE Cheuk-yan

Reply:

In 2006, the Labour Department handled 62 651 claims reported under the Employees' Compensation Ordinance. Of these, 48 333 claims involving employees' compensation of \$251.7 million were resolved as at the end of 2006. The rest are pending expiry of sick leave, assessment of permanent incapacity or determination by the court.

Of the 62 651 claims handled in 2006, 12 416 were minor cases which did not incapacitate the employee for more than three days and did not result in permanent incapacity. As the employers made direct payment of compensation to the employees in minor cases, we did not keep detailed statistics including their industry breakdown. For the remaining 50 235 claims handled, a breakdown by industry is given below:

Industry	Number of cases
Community, social and personal services	13 064
Catering	9 753
Financing, insurance, real estate and business services	5 895
Transport, storage and communication	5 565
Wholesale, retail, import/export trades and hotels	4 903
Manufacturing	4 302
Construction	3 585
Others	3 168
Total	50 235

Signature \_\_\_\_\_

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Post Title Permanent Secretary for Economic  
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Commissioner for Labour

Date 16 March 2007

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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)042**

Question Serial No.

1292

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2007-08, the Administration will create 16 posts for launching the “Wage Protection Movement”. Please set out the ranks and duties of the 16 posts as well as the funding required.

Asked by: Hon. LEE Cheuk-yan

Reply:

The 16 posts created under this Programme comprise:

- one Chief Labour Inspector, two Senior Labour Inspectors and ten Labour Inspectors I. Their main duties are to strengthen inspections to workplaces, including those where cleaning workers and security guards are engaged by employers participating in the Wage Protection Movement (WPM) and their outsourced contractors; and
- one Labour Officer and two Assistant Labour Officers I. Their main duties are to step up prosecution against employers breaching the labour laws, including employers participating in the WPM and their outsourced contractors.

In 2007-08, the estimated staff cost of these 16 posts is about \$3.3 million. Apart from the operations under the WPM, they will also be tasked to step up enforcement against wage offences, with particular emphasis on the catering and construction sectors. We do not have a breakdown of the estimated expenditure in relation to the WPM.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

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Reply Serial No.

**EDLB(L)043**

Question Serial No.

1178

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The estimate of the financial provision for 2007-08 has an increase of 10.3% over the revised provision for 2006-07. What are the items and the details of expenditure involved?

Asked by: Hon. TIEN Pei-chun, James

Reply:

The estimate for 2007-08 is 10.3% higher than the revised estimate for 2006-07. This is mainly due to :

- (a) salary increments for staff (about \$0.8 million);
- (b) filling of existing vacancies (about \$7.4 million);
- (c) setting up two Youth Employment Resource Centres, involving the creation of eight posts (about \$19 million);
- (d) extension of the Special Incentive Allowance Scheme for local domestic helpers (about \$3.5 million); and
- (e) transfer of the provision, along with two posts, for support services for the Local Employment Service System and the Selective Placement System from the Office of the Government Chief Information Officer to the Labour Department (about \$1.7 million).

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

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Reply Serial No.

**EDLB(L)044**

Question Serial No.

1186

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the prosecutions taken by the Labour Department under this Programme each year, please provide this Committee with a breakdown, by industry and reason(s), of the number of prosecutions taken in 2005-06 and 2006-07. What are the details, including the convictions and penalties, of such prosecutions?

Asked by: Hon. LAU Chin-shek

Reply:

The number of prosecutions taken under the Employee Rights and Benefits Programme by the Labour Department (LD) in 2005 and 2006 by industry and result are given below:

Industry	2005		2006	
	Prosecutions Taken	Prosecutions Convicted	Prosecutions Taken	Prosecutions Convicted
Catering	1 082	800	827	631
Manufacturing	202	165	282	201
Construction	334	193	433	353
Import/Export	358	301	174	151
Retail/Wholesale	526	448	383	335
Transport, Storage and Communication	201	155	217	188
Finance, Insurance, Real Estate and Business Services	158	133	253	228
Community and Personal Services	560	482	421	353
Others	110	74	103	93
Total	3 531	2 751	3 093	2 533

In 2006, LD took out 1 043, 1 047 and 740 prosecutions against wage offences, holiday offences and failure to take out employees' compensation insurance, resulting in 785, 851 and 697 convictions respectively. In 2005, the corresponding prosecutions taken were 908, 1 303 and 1 074, resulting in 587, 965 and 1 025 convictions respectively.

In 2006, the highest fine imposed in a case involving wage offence, holiday offence and employees' compensation insurance offence was \$109,000, \$60,000 and \$50,000 respectively. In 2005, the corresponding fine was \$120,000, \$84,000 and \$10,000 respectively. The highest custodial sentence imposed was 3 months' imprisonment in 2006 and 2 months' imprisonment in 2005.



Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)045**

Question Serial No.

1187

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The Administration indicates that vigorous enforcement has been taken against wage offences. However, the number of prosecutions taken in 2006 was 440 less than that in 2005. What are the reasons?

Asked by: Hon. LAU Chin-shek

Reply:

In 2006, the Labour Department continued to tackle wage offences vigorously. A total of 1 043 prosecutions were taken out against employers in connection with wage offences, resulting in 785 convicted summonses. These represented an increase of 15% and 34% respectively over the figures of 908 prosecutions and 587 convicted summonses in 2005. During the same year, the total number of prosecutions decreased by about 440 largely because of the decrease in the number of prosecutions for relatively less serious offences.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

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Reply Serial No.

**EDLB(L)046**

Question Serial No.

1188

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please provide a breakdown, by industry and job titles, of occupational accidents which occurred in 2005-06 and 2006-07.

Asked by: Hon. LAU Chin-shek

Reply:

The occupational accident statistics for the full year of 2006 will not be available until mid-April this year. However, in the first three quarters of 2006, there were 35 631 occupational accidents. As for 2005 as a whole, there were a total of 44 267 occupational accidents. The breakdown of occupational accidents in 2005 and for the first three quarters of 2006 by major economic activities is shown in the **Table** below. We do not compile a separate breakdown of the figures by work type.

**Table: Occupational Accidents of All Economic Activities in 2005 and 1st Three Quarters of 2006**

Major Economic Activity	2005		1st Three Quarters of 2006	
	No. of Accidents	% of Total	No. of Accidents	% of Total
Manufacturing Industry	4 110	9.3%	3 248	9.1%
Construction Industry	3 667	8.3%	2 674	7.5%
Catering Industry	9 247	20.9%	7 323	20.6%
Wholesale Trade	802	1.8%	642	1.8%
Retail Trade	2 757	6.2%	2 195	6.2%
Hotels and Boarding Houses	1 120	2.5%	808	2.3%
Transport & Related Services	4 605	10.4%	3 933	11.0%
Financial Institutions	187	0.4%	164	0.5%
Business Services (including Import & Export Trade)	4 971	11.2%	4 274	12.0%
Education Services	1 028	2.3%	925	2.6%
Medical, Dental & Other Health Services	2 268	5.1%	1 719	4.8%
Welfare Institutions	1 422	3.2%	1 138	3.2%
Sanitary and Similar Services	1 988	4.5%	1 800	5.1%
Other Economic Activities	6 095	13.9%	4 788	13.3%
<b>TOTAL</b>	<b>44 267</b>	<b>100.0%</b>	<b>35 631</b>	<b>100.0%</b>

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)047**

Question Serial No.

1189

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Does the Administration have any specific plans to formulate policy according to the trend of occupational accidents so as to reduce the overall number of occupational accidents?

Asked by: Hon. LAU Chin-shek

Reply:

There has been a slight increase in the occupational accident figures in the first three quarters of 2006 as compared with the same period in 2005. The safety problems of the construction and catering industries remain matters of concern. The construction industry still had the highest accident rate and number of fatalities, while the catering industry topped the list among all industries in terms of the number of accidents. The Labour Department (LD) has been addressing the safety problems of these two industries, as a matter of priority, through enforcement, publicity and promotion.

On enforcement, LD will continue to step up inspections to construction sites and catering establishments to achieve improvements in the standard of safety and health. We will pay particular attention to building repair and maintenance works and the use of heavy plant and equipment on construction sites.

On promotion and publicity, we will continue to focus our efforts on accident-prone industries and high-risk work situations. In 2007-08, the Labour Department will launch two large-scale publicity campaigns to enhance the safety awareness of employers and employees in the construction and catering industries. The two publicity campaigns will be organised in collaboration with the Occupational Safety and Health Council and key stakeholders in the two industries, including major trade associations, employee unions, related organisations and other government departments concerned. They will both feature a territory-wide competition on occupational safety and health performance and a variety of promotional activities.

We will also step up efforts to promote safety in building repair and maintenance works, as well as plant and equipment safety in the construction industry, through roving exhibitions, Announcements of Public Interest on television and radio, radio programmes, broadcast of promotional films on public transport media and publication of accident casebooks, etc.

Signature \_\_\_\_\_

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Reply Serial No.

**EDLB(L)048**

Question Serial No.

1359

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please explain why the number of warnings issued under the Boilers and Pressure Vessels Ordinance has increased significantly from 2 590 in 2005 to 3 208 in 2006. What types of premises are involved? In this regard, will the Administration plan to strengthen its education and publicity efforts?

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The increase in the number of warnings issued in 2006 as compared with 2005 was mainly because:

- (a) more inspections were conducted in 2006; and
- (b) more irregularities were detected during the inspections.

The industries involved included factories, laundries, garages and medical services, etc.

On education and publicity, the Labour Department will hold a technical seminar on boiler and pressure equipment safety in 2007–08 to further enhance the safety awareness of those in the trade. Besides, publications including codes of practice and safety pamphlets would also be revised and updated.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

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Reply Serial No.

**EDLB(L)049**

Question Serial No.

1360

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the wage offences, please provide information on the number of cases on intelligence collection and successful prosecutions taken against employers after investigation for the past 3 years. What are the respective figures of these cases relating to the catering, construction and import and export industries? Has there been any assessment of the effectiveness of intelligence gathering and analysis on wage offences? Will more manpower and resources be deployed to step up efforts for the task? Has the effectiveness of inspections to workplaces been assessed? Is there any room for further adjustment of the number of inspections within 3 years?

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The number of intelligence on wage offences collected in 2004, 2005 and 2006 was 148, 313 and 491 respectively. The respective figures involving the catering, construction and import/export industries are provided below:

Industry	No. of intelligence received		
	2004	2005	2006
Catering	24	118	115
Construction	7	14	96
Import/Export	20	18	18

With stringent enforcement by the Labour Department (LD), the number of successful convictions against employers contravening the wage provisions has been on the rise. In 2006, there were 785 convicted summonses, representing an increase of 34% and 56% respectively as compared with 587 summonses in 2005 and 504 summonses in 2004. The convicted summonses in respect of the catering, construction and import/export industries are provided below:



Industry	No. of summonses convicted		
	2004	2005	2006
Catering	48	114	92
Construction	116	141	261
Import/Export	32	18	5

The effectiveness of strengthened intelligence collection and analysis can be demonstrated by the increase in the number of convicted summonses on wage offences. In 2007, LD will step up its efforts in this respect. We will continue to employ former police officers with experience in criminal investigation to assist in intelligence collection and investigation of wage offences. We will also deploy additional manpower, as necessary, for this purpose.

LD reviews the effectiveness of workplace inspections from time to time. The current mode of operation which emphasises on intelligence-led inspections has proved very effective. As more efforts will be required in intelligence collection and analysis as well as planning and investigation, we have no plan to increase the target number of workplace inspections at this stage.

Signature \_\_\_\_\_

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Reply Serial No.

**EDLB(L)050**

Question Serial No.

1361

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please set out in a table, by the amount of payments and number of applications, the top three industries that account for the largest number of applications for payment under the Protection of Wages on Insolvency Fund for the past three years.

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The information requested is provided below:

Top three industries by the amount of payment made by the Protection of Wages on Insolvency Fund (PWIF)

Year	Industry	Amount of payment (\$ million)
2004	Restaurants	115.5
	Construction	83.3
	Import/Export	23.1
	Others	159.6
	Total	381.5
2005	Restaurants	61.2
	Construction	42.8
	Import/Export	21.3
	Others	79.8
	Total	205.1
2006	Construction	38.1
	Restaurants	19.2
	Import/Export	17.2
	Others	68.0
	Total	142.5

Top three industries by the number of applications to the PWIF

Year	Industry	Number of applications
2004	Restaurants	5 333
	Construction	3 317
	Import/Export	942
	Others	4 039
	Total	13 631
2005	Restaurants	4 150
	Construction	1 915
	Miscellaneous Personal Services	545
	Others	3 357
	Total	9 967
2006	Construction	2 371
	Restaurants	1 761
	Import/Export	600
	Others	2 800
	Total	7 532

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Reply Serial No.

**EDLB(L)051**

Question Serial No.

1362

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Under this Programme, the matters requiring special attention in 2007-08 include the mounting of large-scale promotional programmes to raise the safety awareness of stakeholders in the catering and construction industries. Please provide details of the programmes, including the formats, contents, estimated costs and expected number of participants.

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

Two large-scale publicity campaigns will be launched in 2007-08 to enhance the safety awareness of employers and employees in the construction and catering industries. They will be organised in collaboration with the Occupational Safety and Health Council and key stakeholders in the two industries, including major trade associations, employee unions, related organisations and other government departments concerned.

The publicity campaigns will feature a territory-wide competition on occupational safety and health performance. Other publicity activities to be organised will include roving exhibitions, promotional visits, Announcements of Public Interest on television and radio, radio programmes, a fun day, an award presentation ceremony and broadcast of award-winning construction sites and catering establishments on RoadShow.

The publicity campaigns for the construction and catering industries are estimated to cost \$1.5 million and \$1.2 million respectively. The Labour Department will contribute \$0.2 million to each publicity campaign, with the balance to be met by the co-organisers.

It is estimated that some 100 construction sites and 200 catering establishments will participate in the competitions of the two campaigns respectively.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
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Reply Serial No.

**EDLB(L)052**

Question Serial No.

1363

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Under this Programme, the matters requiring special attention in 2007-08 include the issuance of guidance notes on the safe use of chemicals in the catering industry. Please provide details, including the objectives of the guidance notes, details of consultation, distribution methods, and the estimated expenditure and manpower required.

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

A range of chemicals are used in the catering industry, including caustic soda, sulphuric acid, and hypochlorite (i.e. bleach solution), primarily for cleaning and disinfecting purposes. These chemicals can be hazardous if handled improperly. The Guidance Notes will provide a reference for people in the catering industry to identify the potential hazards arising from the use of chemicals and to take effective safety measures. As the publication is advisory in nature, we have no plan to conduct consultation with the industry.

The Guidance Notes will be distributed through the branch offices of the Labour Department. The publication will also be uploaded onto the Labour Department's homepage for access by members of the public.

The estimated expenditure for artwork design and printing of the Guidance Notes is \$60,000. The preparation and issuing of the publication will be taken up by one Senior Chemist and four Occupational Safety Officers in addition to their other duties.

Signature \_\_\_\_\_

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Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
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Reply Serial No.

**EDLB(L)053**

Question Serial No.

1364

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2007-08, the Administration will launch the Wage Protection Movement for cleaning workers and security guards through a multi-pronged strategy by promotion, public education, contractual regulation, conciliation and enforcement. Please provide specific details of relevant measures, the number of staff involved, costs and time of implementation.

Asked by: Hon. LI Fung-ying

Reply:

The Wage Protection Movement for cleaning workers and security guards (WPM) has been launched since late October 2006. In 2007-08, the Labour Department (LD) will keep up its efforts to promote the WPM through a package of publicity measures, including screening television and radio Announcements in the Public Interest through various media channels; distributing publicity materials such as leaflets and posters to different stakeholders and disseminating flyers with water bills; organising roving exhibitions and displaying information at the Property Management Advisory Centres of the Hong Kong Housing Society; and arranging outdoor advertisements by means of tramcars, buses and roadside banners. Through the use of written employment contracts, LD will be able to resolve labour disputes and take enforcement action more effectively. LD will conduct inspection to detect and investigate failure to pay wages according to the terms stipulated in the written employment contracts. If wage offences are detected, prosecution will be initiated if there is sufficient evidence. LD will also provide free conciliation service in case of labour dispute.

In 2007-08, a total of 23 posts will be created under the Labour Relations Programme and the Employee Rights and Benefits Programme. They will be responsible for launching the WPM, as well as for stepping up enforcement against wage offences, with particular emphasis on the catering and construction sectors. The estimated expenditure of \$9.21 million includes expenditure for publicity, as well as staff and related costs for additional manpower required for overseeing the implementation of the WPM, providing conciliation service, and carrying out inspection, investigation and prosecution of wage offences, as appropriate. We do not have a breakdown of the estimated expenditure in launching the WPM.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

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Reply Serial No.

**EDLB(L)054**

Question Serial No.

1365

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2007-08, the Labour Department will organise a large-scale seminar to encourage employers to adopt family-friendly employment practices. Please provide information on the title, content and date of the seminar, as well as its costs, target groups and number of participants. Apart from organising a large-scale seminar, does the Department have other specific measures to further implement the policy of promoting family-friendly employment. If yes, what are the details?

Asked by: Hon. LI Fung-ying

Reply:

The Labour Department (LD) will organise the “Seminar on Family-friendly Employment Practices” on 1 June 2007 to promote the subject. We expect that the seminar will attract some 300 participants, including employers, representatives of employer associations and human resources practitioners. The estimated expenditure is \$120,000.

The seminar will comprise talks and experience-sharing sessions. It will provide a useful forum for participants to gain a better understanding of the latest development of family-friendly employment practices and share experience in implementing such practices.

In addition to the seminar, LD will organise various promotional activities to disseminate information on enlightened family-friendly employment practices, including holding roving exhibitions at different locations throughout the territory to increase public awareness of the subject. We will also promote good family-friendly employment practices among human resources practitioners through LD's network of 18 Human Resources Managers Clubs formed in various trades and industries.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
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Date 16 March 2007



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Reply Serial No.

**EDLB(L)055**

Question Serial No.

1366

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the setting up of two Youth Employment Resource Centres in 2007-08, please provide information on the locations of the two centres and the annual cost for each centre. Is it necessary to recruit more staff? If yes, what are the number, ranks, terms of employment and emolument expenses of these posts, the opening hours of the centres and the services to be provided?

Asked by: Hon. LI Fung-ying

Reply:

The Labour Department will set up two Youth Employment Resource Centres in 2007-08 to provide one-stop advisory and support services on employment and self-employment to young people aged 15 to 29. Services to be provided include self-assessment, career counselling, up-to-date employment market information, and provision of office facilities for young people pursuing self-employment etc. The two centres, one to be set up in Kowloon and another in the New Territories, will be located in popular gathering places for young people. The operating hours of the centres will be made more flexible to cater for young people seeking services after study or work.

Each centre will be staffed by one Labour Officer, one Assistant Labour Officer I, one Assistant Labour Officer II and one Assistant Clerical Officer. The salary cost, in terms of notional annual mid-point salary value, for the new posts is \$3.2 million. Non-governmental organizations will also be engaged to provide professional services to users of the two centres. The estimated annual recurrent expenditure for the two centres is \$14.5 million.

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Reply Serial No.

**EDLB(L)056**

Question Serial No.

1367

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

With reference to the numbers of applicants, successful applications and the total amount of allowance involved in the “Special Incentive Allowance Scheme for Local Domestic Helpers” in 2006, as the Administration will extend the Scheme by one year in 2007-08, what will be the cost and number of staff involved, and what is the expected number of eligible domestic helpers participating in the Scheme?

Asked by: Hon. LI Fung-ying

Reply:

In 2006, there were 3 073 applications for the Special Incentive Allowance Scheme for Local Domestic Helpers (LDHs). Of these, 3 039 were successful. The amount of allowance paid out in 2006 is about \$12.9 million.

To further promote the market of LDHs, the Administration will extend the Scheme until March 2008. Based on past experience, we anticipate that some 3 000 LDHs would benefit from the extension of the Scheme for one year. In addition to the original provision of \$60 million, \$10 million has been earmarked for the extension. The manpower resources involved for the Labour Department will be absorbed within the current establishment.

Signature \_\_\_\_\_

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Reply Serial No.

**EDLB(L)057**

Question Serial No.

1368

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The targets for inspection and promotional visits to workplaces under the Factories and Industrial Undertakings Ordinance and the Occupational Safety and Health Ordinance will be revised downwards from 5 779 in 2005 and 5 430 in 2006 to the planned figure of 4 480 in 2007. The Department explains that this is mainly due to reprioritisation of work programme and deployment of staff to focus on major hazards. In this regard, please inform this Committee of the priorities of work programmes, the manpower arrangements for each work programme and the increases and decreases in expenditure after the reprioritisation in 2007-08, as compared with 2006-07.

Asked by: Hon. LI Fung-ying

Reply:

It is the established policy of the Labour Department to target at workplaces with poor performance records or major hazards for conducting inspection and promotional visits. In 2007-08, the Department's work programmes will focus on construction, building repair and maintenance, working-at-height, and container handling and storage.

Currently, a total of 233 Occupational Safety Officers are deployed to carry out inspections and promotional visits to workplaces, representing a decrease by 7 as compared with the strength as at 31 March 2006. Among them, 120 officers handle the programme targeted at construction industry (decreased by 3 as compared with 2006) whereas 113 officers handle the remaining programmes including container handling and storage (decreased by 4 as compared with 2006). The associated salary expenditure decreased from \$104.6 million in 2006-07 to \$103.5 million in 2007-08.

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Reply Serial No.

**EDLB(L)058**

Question Serial No.

1369

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2007-08, the Administration will enhance the protection to cleaning workers and security guards under the Wage Protection Movement through stepping up inspections to workplaces. Please provide the details of the specific work, including the number of inspections to workplaces, the number of staff to be engaged in the inspections and the approach and follow-up actions of the Department in tackling deductions of wages of cleaning workers and security guards by employers when such cases came to light.

Asked by: Hon. LI Fung-ying

Reply:

In 2007-08, the Labour Department (LD) will set up a new team comprising 13 labour inspectors to strengthen inspections to workplaces, including those where cleaning workers and security guards are engaged by employers participating in the Wage Protection Movement (WPM) and their outsourced contractors. The labour inspectors will check whether participating employers and their contractors have paid their cleaning workers and security guards in accordance with the terms of the written employment contracts and whether the workers enjoy their statutory entitlements under the Employment Ordinance. Where appropriate, LD will inform the employers participating in the WPM if their contractors fail to pay market wage rates in compliance with the terms stipulated in the service contracts. On detecting any wage offence including unlawful wage deduction, LD will initiate prosecution if there is sufficient evidence.

In 2007-08, the team will conduct inspections to about 450 workplaces where cleaning workers and security guards are engaged by employers participating in the WPM and their contractors. The team will also be tasked to step up enforcement against wage offences, with particular emphasis on the catering and construction sectors.

Signature \_\_\_\_\_

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Reply Serial No.

**EDLB(L)059**

Question Serial No.

1370

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2007-08, the Administration will familiarise stakeholders with the new medical functions of registered Chinese medicine practitioners in relation to employee benefits under labour laws. Please provide details of the measures, cost and number of staff involved as well as the time for implementation.

Asked by: Hon. LI Fung-ying

Reply:

In 2007-08, the Labour Department (LD) will organise a series of promotional activities, including seminars, briefings and experience-sharing sessions, for registered Chinese medicine practitioners, undergraduates taking Chinese medicine programmes in local universities, employers and their associations, employees and their unions, human resources practitioners and insurers. The activities organised for registered Chinese medicine practitioners will focus on the good practices in maintaining medical records, the guidelines on the issuance of sick leave certificates and the associated legal responsibilities of a medical professional under labour laws. The LD will also organise activities for other stakeholders to draw their attention to the relevant provisions of the labour laws and matters that require their special attention.

The estimated expenditure for the exercise is \$400,000. The existing staff of LD will handle the administrative and other aspects of the above activities which will be held throughout the year.

Signature \_\_\_\_\_

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Reply Serial No.

**EDLB(L)060**

Question Serial No.

1371

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In response to the launch of the “Wage Protection Movement”, the Labour Department will create a total of 23 posts. Please provide information on the ranks, terms of appointments and personal emoluments of these posts as well as the main duties of the staff concerned.

Asked by: Hon. LI Fung-ying

Reply:

A total of 23 new civil service posts will be created under the Labour Relations Programme and the Employee Rights and Benefits Programme. They will be responsible for launching the Wage Protection Movement for cleaning workers and security guards, as well as for stepping up enforcement against wage offences, through providing conciliation service, and carrying out inspection, investigation and prosecution of wage offences, as appropriate, with particular emphasis on the catering and construction sectors. The new posts comprise three Labour Officers, seven Assistant Labour Officers I, one Chief Labour Inspector, two Senior Labour Inspectors and 10 Labour Inspectors I.

In 2007-08, the estimated salary provision is \$5.1 million.

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Reply Serial No.

**EDLB(L)061**

Question Serial No.

1372

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the implementation of the “Transport Support Scheme”, the Administration has planned to create 10 posts. Please provide information on the ranks, terms of appointments and payroll costs of the posts as well as the duties of the staff concerned.

Asked by: Hon. LI Fung-ying

Reply:

The Labour Department will create 10 civil service posts in 2007-08 for administering the Transport Support Scheme. The 10 posts comprise one Senior Labour Officer, two Labour Officers, three Assistant Labour Officers I and four Assistant Labour Officers II. The salary cost, in terms of notional annual mid-point salary value, for these posts is about \$4.9 million. They will be responsible for planning, publicising, overseeing, coordinating and monitoring the implementation of the Scheme.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)062**

Question Serial No.

1984

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please list out, by industry, the numbers of enforcement actions taken against wage offences on intelligence, prosecutions made and successful prosecutions, and the maximum, minimum and average penalties awarded in 2006-07. Will the Administration step up efforts in intelligence gathering for wage offences? If yes, please provide details of the manpower involved, the total provision and work arrangement for intelligence gathering, as well as the rates of increase and decrease of each respective item in 2007-08 as compared with 2006-07.

Asked by: Hon. LI Fung-ying

Reply:

In 2006, the Labour Department (LD) continued to strengthen its capacity in intelligence gathering and evidence collection on wage offences, with particular emphasis on the catering and construction industries. A total of 491 intelligence were collected in the year, of which 115 were related to the catering industry and 96 to the construction industry. Based on the intelligence collected, LD launched targeted operations and initiated prosecution if sufficient evidence was available. The statistics on these enforcement actions were subsumed under the overall enforcement statistics. In 2006, the number of prosecutions taken and convictions secured in respect of wage offences was 1 043 and 785 respectively. The fines imposed ranged from \$800 to \$109,000. The average fine imposed was \$10,968 per case. The custodial sentence imposed ranged from 1 to 3 months' imprisonment.

In 2007, LD will further intensify its efforts in intelligence collection and analysis in order to launch more targeted operations to combat wage offences. We will continue to employ seven former police officers with experience in criminal investigation to assist in intelligence collection and investigation of wage offences. We will deploy additional manpower for this purpose, as necessary. The provision for employing former police officers in 2007-08 is \$1.8 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007



Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)063**

Question Serial No.

1373

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Under this Programme, the Government will launch the Wage Protection Movement for cleaning workers and security guards through a multi-pronged strategy of promotion, public education, contractual regulation, conciliation and enforcement. Please provide information on the details and progress of these measures and the expenditure involved.

Asked by: Hon. CHAN Wai-yip, Albert

Reply:

The Wage Protection Movement for cleaning workers and security guards (WPM) has been launched since October 2006. The Labour Department (LD) will continue to promote wage protection through various publicity measures in 2007-08, including screening television and radio Announcements in the Public Interest through various media channels; distributing publicity materials such as leaflets and posters to different stakeholders and disseminating flyers with water bills; organising roving exhibitions and displaying information at the Property Management Advisory Centres of the Hong Kong Housing Society; and arranging outdoor advertisements by means of tramcars, buses and roadside banners. Through the use of written employment contracts, LD will be able to resolve labour disputes and take enforcement action more effectively. LD will conduct inspection to detect and investigate failure to pay wages according to the terms stipulated in the written employment contracts. If wage offences are detected, prosecution will be initiated if there is sufficient evidence. LD will also provide free conciliation service in case of labour dispute.

In 2007-08, the estimated expenditure of \$9.21 million includes expenditure for publicity of the WPM, as well as staff and related costs for additional manpower required for overseeing the implementation of the WPM and for stepping up enforcement against wage offences, with particular emphasis on the catering and construction sectors. We do not have a breakdown of the estimated expenditure in launching the WPM.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)064**

Question Serial No.

1374

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the indicators under this Programme, the actual number of employees' compensation claims processed in 2006 is 62 651, 4 651 higher than the corresponding figure of 58 000 in 2005. Please inform this Committee of the reasons for the substantial increase in the actual number for 2006.

Asked by: Hon. CHAN Wai-yip, Albert

Reply:

The number of employees' compensation claims handled by the Labour Department increased by 8% to 62 651 in 2006. The increase was largely due to the continued revival of the local economy which resulted in more business activities and boosted total employment. Of the 62 651 claims handled in 2006, 12 416 (20%) were minor cases which did not incapacitate the employees for more than three days and did not result in any permanent incapacity.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)065**

Question Serial No.

1375

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Under this Programme, the provision for 2007-08 is \$11.3 million (6.2%) higher than the revised estimate for 2006-07. One of the reasons for the increase in expenditure is due to the launch of the Wage Protection Movement involving the creation of 16 posts. Please list out the functions of these 16 posts and the expenditure involved.

Asked by: Hon. CHAN Wai-yip, Albert

Reply:

The 16 posts created under the Employee Rights and Benefits Programme comprise:

- one Chief Labour Inspector, two Senior Labour Inspectors and ten Labour Inspectors I. Their main duties are to strengthen inspections to workplaces, including those where cleaning workers and security guards are engaged by employers participating in the Wage Protection Movement (WPM) and their outsourced contractors; and
- one Labour Officer and two Assistant Labour Officers I. Their main duties are to step up prosecution against employers breaching the labour laws, including employers participating in the WPM and their outsourced contractors.

In 2007-08, the estimated staff cost of these 16 posts is about \$3.3 million. Apart from the operations under the WPM, they will also be tasked to step up enforcement against wage offences with particular emphasis on the catering and construction sectors. We do not have a breakdown of the estimated expenditure in relation to the WPM.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)066**

Question Serial No.

1376

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Under this Programme, the Government will enhance the protection to cleaning workers and security guards under the Wage Protection Movement through stepping up inspections to workplaces. Please provide information on the details and progress of these measures and the expenditure involved.

Asked by: Hon. CHAN Wai-yip, Albert

Reply:

In 2007-08, the Labour Department (LD) will set up a new team comprising 13 labour inspectors to strengthen inspections to workplaces, including those where cleaning workers and security guards are engaged by employers participating in the Wage Protection Movement (WPM) and their outsourced contractors. The labour inspectors will check whether participating employers and their contractors have paid their cleaning workers and security guards in accordance with the terms of the written employment contracts and whether the workers enjoy their statutory entitlements under the Employment Ordinance. The team will commence work in April 2007.

Since the team will also be tasked to step up enforcement against wage offences, with particular emphasis on the catering and construction sectors, we do not have a breakdown of the estimated expenditure for inspections in relation to the WPM.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)067**

Question Serial No.

1377

Head: 90 – Labour Department

Subhead(No. & title): 000 Operational expenses

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the labour disputes and claims in 2006, please provide a breakdown of the figures by cause.

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

Reply:

breakdown of labour disputes handled by the Labour Relations Division of the Labour Department in 2006 by cause is as follows:

<b>Cause</b>	<b>No. of labour disputes</b>
Disputes involving principal contractor and subcontractor	94
Cessation of business	41
Insolvency	23
Non-payment of wages	12
Retrenchment	6
Dismissal	4
Variation of terms of employment contract	2
Others	17

The breakdown of claims handled by the Labour Relations Division of the Labour Department in 2006 by cause is as follows:

<b>Cause</b>	<b>No. of claims</b>
Termination of contract	11 113
Non-payment of wages	8 846
Non-payment of holiday pay/ annual leave pay/ rest day pay/ sickness allowance	2 403
Cessation of business	465
Retrenchment	251
Insolvency	197
Lay-off	103
Variation of terms of employment contract	59
Others	1 521

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)068**

Question Serial No.

1378

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the performance measures in respect of labour relations, the performance of 2005 and 2006 have met the expected targets, such as the “waiting time for consultation meetings” was within 30 minutes. Is there any room for the Administration to shorten the target time for service in 2007? If no, what are the reasons?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

As we expect that the demand for various labour relations services will remain at a high level in 2007, the present targets in respect of waiting time for conciliation, consultation and adjudication services are considered appropriate. Nevertheless, we will keep the various targets under constant review.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)069**

Question Serial No.

1379

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the Wage Protection Movement, please provide the following information:

- (a) the manpower and cost involved;
- (b) a list of the participating enterprises; and
- (c) a list of the number of employees protected by the Movement, by occupation and category of the respective organisations (government service contractors/ public organisations/ private organisations).

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

(a) In 2007-08, a total of 23 posts will be created under the Labour Relations Programme and the Employee Rights and Benefits Programme. They will be responsible for the implementation of the Wage Protection Movement for cleaning workers and security guards (WPM), as well as for stepping up enforcement against wage offences, with particular emphasis on the catering and construction sectors. The estimated expenditure of \$9.21 million includes expenditure for publicity, as well as staff and related costs for additional manpower required for overseeing the implementation of the WPM, providing conciliation service, and carrying out inspection, investigation and prosecution of wage offences, as appropriate. We do not have a breakdown of the estimated expenditure in launching the WPM.

(b) Over 870 enterprises and organisations have so far pledged their support for the movement. As we are still seeking, verifying and processing information on the participating entities under the WPM, the list of participating entities is not yet ready at this juncture.

(c) As we are still seeking, verifying and processing information of the participating entities, we do not have the requested figures at this juncture.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
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Date 16 March 2007



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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)070**

Question Serial No.

1380

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please provide details of the setting up of two Youth Employment Resource Centres in 2007-08, the manpower and expenditure involved and the number of young people expected to benefit from it.

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

The Labour Department will set up two Youth Employment Resource Centres in 2007-08 to provide one-stop advisory and support services on employment and self-employment to young people aged 15 to 29. Each centre will be staffed by one Labour Officer, one Assistant Labour Officer I, one Assistant Labour Officer II and one Assistant Clerical Officer. Non-governmental organizations will also be engaged to provide professional services to users of the two centres. It is estimated that around 72 000 young people will make use of the centres' services and facilities each year. The estimated annual recurrent expenditure for the two centres is \$14.5 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)071**

Question Serial No.

1381

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the “Manpower Development Plan for the Textiles and Clothing Industry”, please inform this Committee:

- (a) of the number of local workers who received relevant skills training conducted by the Clothing Industry Training Authority (CITA) and the number of graduate retrainees who, upon completion of training, were offered employment in relevant jobs in the past year;
- (b) of the number of graduate retrainees who applied for the allowances and the expenditure involved in the past year, as well as the expected number of retrainees and the estimated expenditure involved in 2007-08;
- (c) of the number of imported workers and local employees employed under this Plan; and
- (d) if the Administration has assessed whether the large-scale lay-off of teaching staff taken place recently in the CITA will affect the progress of the above-mentioned training.

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

- (a) From February 2006 to January 2007, out of 319 trainees who completed courses organized by the Clothing Industry Training Authority (CITA) under the Manpower Development Plan for the Textiles and Clothing Industry (MDP), 82 found employment in relevant posts.
- (b) From February 2006 to January 2007, 318 trainees received retraining allowance and one trainee was not eligible for the allowance. The total amount involved was \$0.9 million. The MDP, including the training programme for local workers, is under review.
- (c) Up to the end of January 2007, 75 imported workers were approved to come to work in Hong Kong and 73 local workers were placed into employment to fill the vacancies received under the MDP.
- (d) The recent retrenchment exercise of CITA has nothing to do with the training programme under the MDP and, as such, it should have no adverse impact on the latter.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
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Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)072**

Question Serial No.

1382

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the number of placements secured through the employment services of the Labour Department for the past three years, please provide a breakdown of the figures by able-bodied/disabled job-seekers, full-time/part-time jobs, age and earnings.

Regarding the performance measures in respect of employment services, the anticipated targets, such as issuing employment agency licences within the two-week target time etc., were achieved in 2005 and 2006. Is there any room for the Administration to shorten the target time for service in 2007? If no, what are the reasons?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

During 2004-2006, the Labour Department (LD) secured 318 284 placements for able-bodied job-seekers. Of these, 80 305 were made through referrals by LD while the others were by job-seekers successfully applying to employers direct for jobs posted by LD. The breakdown of placements through LD's referrals by full-time/part-time jobs, age and earnings is as follows:

**By full-time/part-time jobs**

<b>Full-time/Part-time</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
Full-time	23 656	23 545	23 012
Part-time	3 542	3 402	3 148
<b>Total</b>	<b>27 198</b>	<b>26 947</b>	<b>26 160</b>

**By age**

<b>Age</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
15-19	2 104	1 667	1 972
20-29	8 646	7 114	7 265
30-39	4 272	4 157	4 123
40-49	7 685	8 450	7 595
50-59	4 118	4 998	4 650
60 or above	373	561	555
<b>Total</b>	<b>27 198</b>	<b>26 947</b>	<b>26 160</b>

**By earnings**

<b>Monthly Earnings</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
\$4,000 or below *	6 730	5 359	4 134
\$4,001 - \$5,000	4 525	4 514	4 432
\$5,001 - \$6,000	6 074	6 898	6 080
\$6,001 - \$7,000	4 600	4 692	4 946
\$7,001 - \$8,000	2 977	2 778	3 572
\$8,001 - \$9,000	879	1 090	1 177
\$9,001 - \$10,000	530	532	591
\$10,001 or above	883	1 084	1 228
<b>Total</b>	<b>27 198</b>	<b>26 947</b>	<b>26 160</b>

\* Mainly part-time or temporary jobs.

ig 2004-2006, LD secured 7 343 placements for disabled job-seekers. The breakdown of full-time/part-time jobs and earnings is set out below:

**By full-time/part-time jobs**

<b>Full-time/Part-time</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
Full-time	1 592	1 756	1 740
Part-time	799	703	753
<b>Total</b>	<b>2 391</b>	<b>2 459</b>	<b>2 493</b>

**By age**

<b>Age</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
15-19	155	141	107
20-29	1 131	1 161	1 068
30-39	540	570	634
40-49	403	445	496
50-59	153	130	177
60 or above	9	12	11
<b>Total</b>	<b>2 391</b>	<b>2 459</b>	<b>2 493</b>

**By earnings**

<b>Monthly Earnings</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
Below \$3,000*	1 197	1 022	1 015
\$3,000 - \$3,999	334	334	300
\$4,000 - \$4,999	363	485	478
\$5,000 - \$5,999	272	313	324
\$6,000 - \$6,999	107	194	205
\$7,000 - \$7,999	77	89	104
\$8,000 - \$8,999	34	16	47
\$9,000 or above	7	6	20
<b>Total</b>	<b>2 391</b>	<b>2 459</b>	<b>2 493</b>

\* Mainly part-time or temporary jobs.

Since we expect the demand for recruitment and placement services, as well as application for employment agency licences, will remain at high levels in 2007, the present targets are considered appropriate. However, we will keep the various targets under constant review.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
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Reply Serial No.

**EDLB(L)073**

Question Serial No.

1890

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the actual number of applications for payment under the Protection of Wages on Insolvency Fund processed in 2006, please provide a breakdown of the figures by industry and percentage.

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The breakdown of applications for payment under the Protection of Wages on Insolvency Fund processed in 2006 by industry is as follows:

Industry	No. of applications processed	Percentage
Construction	2 724	34%
Restaurants	1 618	20%
Import/Export	618	8%
Land Freight Transport	516	6%
Business Services	484	6%
Retail	257	3%
Others	1 879	23%
Total	8 096	100%

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)074**

Question Serial No.

1891

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The maximum penalty for wage offences under the Employment Ordinance has been increased since March 2006. Has there been any assessment of its effectiveness in achieving the intended deterrent effect? If yes, what are the details of the outcome? If no, what are the reasons?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The new penalty provisions are applicable to wage offences committed on or after 30 March 2006. As there are still relatively fewer convictions under the new penalty provisions, we have to collect more statistics before a meaningful comparison with the convictions under the old penalty provisions can be conducted. We will keep track of the penalties imposed by the court and review the effectiveness of the new penalty provisions in due course.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007



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Reply Serial No.

**EDLB(L)075**

Question Serial No.

1892

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2006, the actual number of investigations into cases related to imported labour rose by more than 60% when compared with the figure of 2005. Will the Administration inform this Committee of the reasons for the increase? What is the expected trend of the figure in 2007?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The number of cases related to imported workers investigated increased by 16 in 2006, compared with 2005. This was due to the increase in the number of employers who were new to the Supplementary Labour Scheme and as such were less familiar with the scheme conditions. It is anticipated that the number of cases related to imported workers investigated will remain stable in 2007.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)076**

Question Serial No.

1893

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the promotion of the concept of corporate social responsibility, please inform this Council, whether there have been any concrete measures to promote this concept in respect of labour relations among enterprises. If yes, what are the details, cost and manpower involved? Has there been any assessment of the effectiveness of the measures? If the concept has never been promoted, what are the reasons?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

Labour Department (LD) organised a large-scale seminar on good people management practices and corporate responsibility (CSR) in 2005. Enlightened and exemplary employers were invited to share their experience subjects with over 300 participants. The seminar was well received by participants. The total expenditure of the was about \$120,000.

Part of our on-going activities to promote good people management practices, CSR and related topics were discussed at the meetings of LD's network of nine industry-based tripartite committees and 18 Human Resources Management Clubs. As these activities are part of our ongoing tasks, we do not have a breakdown of the manpower required in relation to the promotion of CSR.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)077**

Question Serial No.

1894

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The Labour Department will launch the Wage Protection Movement for cleaning workers and security guards in 2007-08. Will the Administration inform this Committee of the latest number of enterprises/ organisations, including small, medium and large enterprises and non-government organisations, participating in the movement? What are the ratios of cleaning workers and security guards benefited from the movement to the total number of such workers in Hong Kong? Have targets been set on the number of participating enterprises and the number and percentage of cleaning workers and security guards to be benefited? If yes, what are the targets? If no, what are the reasons? Will the Administration expand the movement to cover other low-income industries?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

Over 870 enterprises and organisations have so far pledged their support for the Wage Protection Movement for cleaning workers and security guards (WPM). As we are still seeking, verifying and processing information on the participating entities under the WPM, we do not have the number of employees covered and their percentage over the total workforce at this juncture.

We have not set any specific target on the number of enterprises/organisations pledging their support, employees covered and their percentage over the total workforce. However, we will consult the Labour Advisory Board soon on the yardsticks for assessing the overall effectiveness of the movement.

The WPM is confined to cleaning workers and security guards. Our prime task now is to press ahead with the movement. We have no intention of extending it to other occupations.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)078**

Question Serial No.

1895

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

With the development of knowledge-based economy in recent years and the leading role of the services sector, such as financial services, in the overall labour market, has the Administration carried out any research and analysis in respect of the changes in labour relations with a view to developing appropriate services? If yes, what are the findings and the expenditure involved? If no, what are the reasons? Will the Administration consider carrying out the above-mentioned research?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

At present, various channels, including the Labour Advisory Board, the Labour Department's (LD's) network of nine industry-based tripartite committees and 18 Human Resources Managers Clubs, are in place to enable us to understand the needs of our clients and collect their feedback on our services. LD will continue to keep our various labour relations services under constant review in the light of the changes in the labour market and will consider conducting relevant researches as and when the need arises.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

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Reply Serial No.

**EDLB(L)079**

Question Serial No.

1896

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the target of inspections to employment agencies, please inform this Committee whether any employment agencies were found contravening licence conditions in the past 3 years. If yes, what are the number of non-compliant employment agencies and the details of the irregularities.

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Employment Agencies Administration (EAA) of the Labour Department is responsible for the licensing of employment agencies (EAs). EAA regulates EAs activities in Hong Kong by way of inspection, complaint investigation and prosecution.

In 2004, nine EAs were prosecuted and convicted. Among them, operators of three EAs were convicted of unlicensed operation, one EA convicted of overcharge, three EAs convicted of failing to display licence or information on the maximum commission which may be received by EA, one EA convicted of failing to keep proper records for inspection and one EA convicted of failing to return copy of licence after refusal of renewal.

In 2005, five EAs were prosecuted and convicted. Among them, operator of an EA was convicted of unlicensed operation, two EAs convicted of overcharge and two EAs convicted of failing to display information on the maximum commission which may be received by EA.

In 2006, four EAs were prosecuted and convicted. Among them, operators of two EAs were convicted of unlicensed operation and another two EAs convicted of failing to display licence or information on the maximum commission which may be received by EA.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
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Reply Serial No.

**EDLB(L)080**

Question Serial No.

1897

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

For matters requiring special attention, it mentions about the launching of “Wage Protection Movement” (WPM) for cleaning workers and security guards through promotion. Please inform this Committee if the Administration has taken any measures (including inspections) to deter participating employers from non-compliance of their pledges to pay their employees at relevant wage levels. If yes, what are the expenditure involved and the manpower arrangements for the inspections. As tenderers participating in the WPM may, as a result of their participation, make tender offers at a price higher than the non-participating tenderers, what are the measures taken by the Administration to prevent unfairness in bidding contracts due to the WPM? Since the implementation of the WPM, has the Administration found any non-compliance of the WPM by participating employers and any unfairness in bidding contracts? If yes, please provide details of the cases.

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In 2007-08, the Labour Department (LD) will set up a new team comprising 13 labour inspectors to strengthen inspections to workplaces, including those where cleaning workers and security guards are engaged by employers participating in the Wage Protection Movement (WPM) for these workers and their outsourced contractors. The labour inspectors will check whether participating employers and their contractors have paid their cleaning workers and security guards in accordance with the terms of the written employment contracts and whether the workers enjoy their statutory entitlements under the Employment Ordinance.

As the team will also be tasked to step up enforcement against wage offences, with particular emphasis catering and construction sectors, we do not have a breakdown of the expenditure involved for inspection in relation to the WPM.

Entities which have joined the WPM and procure cleansing and security services should make it a tendering requirement that contractors should pay their cleaning workers and security guards wages not less than the relevant market averages at the time when tenders are invited. As such, all tenderers for the same service contract would need to follow the same requirement. Thus, there should be no question of the WPM leading to unfairness in the bidding process.

So far, we have not come across any case of non-compliance of WPM requirements by the participating entities.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

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Reply Serial No.

**EDLB(L)081**

Question Serial No.

1898

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please explain why the revised estimate under this programme for 2006-07 is 3.9% less than the original estimate. Please provide details of the items that had a drop in their expenditure. Will it affect the work for promotion of labour relations?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The revised estimate for 2006-07 under the Labour Relations Programme is 3.9% less than the original estimate mainly because of unfilled vacancies. With flexible redeployment of manpower resources to meet operational needs, the decrease does not affect service delivery.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007



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Reply Serial No.

**EDLB(L)082**

Question Serial No.

1899

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2007-08, the Labour Department will encourage employers to adopt family-friendly employment practices. Will the Administration inform this Committee, in order to tie in with the policy initiatives advanced by the Chief Executive in the Policy Address, whether it will work with non-governmental organisations to study ways to promote and deepen various family-friendly measures by encouraging these practices through providing economic incentives or enacting legislation? Will these family-friendly practices include implementing a five-day work week, prescribing standard working hours, introducing flexi-time arrangements for employees or arrangements for employees to work from home, providing job-sharing or freelance jobs, granting paid paternity leave to employees, and improving child-care services and facilities? If yes, please specify the timetable for implementing these measures. If no, what are the reasons?

Asked by: Hon. FUNG Kin-kee, Fredrick

Reply:

The Labour Department (LD) has been actively encouraging employers to adopt good people management practices. The latest development on family-friendly employment practices and experience in implementing such practices will be the theme of a large-scale seminar which LD will organise in June 2007 for employers, representatives of employer associations and human resources practitioners. As the business needs and operating circumstances of organizations are not the same, we consider that individual employers are in the best position to decide which family-friendly employment practices should be adopted, having regard to the needs and views of their staff. As for paternity leave, we will consider whether there is a need to introduce statutory paternity leave. The Labour Department is collecting information on overseas practices regarding paternity leave arrangement. Meanwhile, we will continue to encourage enterprises to adopt family-friendly employment practices through publicity and promotion.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
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Reply Serial No.

**EDLB(L)083**

Question Serial No.

1900

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding matters requiring special attention, what are the details of the “Wage Protection Movement” launched for cleaning workers and security guards? Will the Administration inform this Committee of the details of the expenditure and manpower involved since the implementation of the plan? Have additional non-civil servant contract staff or external public relations services been engaged? What is the related expenditure involved?

Asked by: Hon. FUNG Kin-kee, Fredrick

Reply:

The estimated expenditure for the promotion of the Wage Protection Movement for cleaning workers and security guards (WPM) in 2006-07 is around \$2.2 million. As the new posts for the WPM will only be created in 2007-08, the workload involved has so far been mainly absorbed through temporary staff redeployment. It is therefore difficult to provide a breakdown of the manpower in relation to the movement.

The service of outside bodies has been procured in mounting the publicity drive, such as for the production of the Announcement in the Public Interest and publicity materials (for example leaflets and posters). The cost of this is included in the sum of \$2.2 million.

Signature \_\_\_\_\_

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Commissioner for Labour

Date 16 March 2007

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Reply Serial No.

**EDLB(L)084**

Question Serial No.

1901

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The Labour Department will launch the Wage Protection Movement for cleaning workers and security guards in 2007-08. The Administration has promised to conduct a mid-term review one year after the implementation and an overall review two years after the implementation. Please inform this Committee of the criteria and methods of the reviews. How can the Administration ensure that such reviews are fair, just, open and accurate? Will independent academic institutions be engaged to undertake the reviews? What are the estimated cost and manpower involved for the two reviews?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Labour Department (LD) will consult the Labour Advisory Board shortly on the yardsticks for assessing the overall effectiveness of the Wage Protection Movement for cleaning workers and security guards (WPM).

LD does not have any plans at this juncture to commission outside bodies to conduct the reviews. Reviews of the WPM will be undertaken by existing staff of the LD.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
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Date 16 March 2007

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Reply Serial No.

**EDLB(L)085**

Question Serial No.

1902

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The Labour Department will launch the “Wage Protection Movement” (WPM) in 2007-08 for cleaning workers and security guards whereas the Chief Executive previously undertook that legislation would be introduced two years later if the WPM failed to yield satisfactory results. Please provide information on whether contingency measures, including preliminary research and preparation, are formulated for the legislative work, and the expenditure and manpower involved. If no, what are the reasons? When does the Administration plan to submit the relevant bill to the Legislative Council if the WPM fails to yield satisfactory results after two years?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Government will conduct an overall review of the Wage Protection Movement for cleaning workers and security guards (WPM) two years after its launch (i.e. October 2008). If the voluntary compliance approach fails to yield satisfactory results, the Government will legislate for a minimum wage in the cleansing and guarding services sectors. Nevertheless, to ensure that no time would be lost in putting in place a statutory minimum wage should the WPM prove ineffective, we will start preparatory work on introducing a statutory minimum wage for the two sectors before the overall review is completed. Thus, between now and October 2008, whilst the Government will continue to strenuously promote the WPM and closely monitor its progress, such preparatory work will also be set in train. The preparatory work will be undertaken by existing staff of the Labour Department.

Signature \_\_\_\_\_

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Reply Serial No.

**EDLB(L)086**

Question Serial No.

1903

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The revised estimate for 2006-07 is substantially reduced by 12.7% when compared with the original estimate. Please list out the details of reductions in expenditure. Will there be any implication on the provision of employment support services?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The revised estimate under the Employment Services Programme for 2006-07 is lower than the original estimate mainly due to the following reasons:

- (a) unfilled civil service vacancies resulting in savings of about \$3.2 million;
- (b) the projected spending of the Youth Pre-employment Training Programme (YPTP) was revised downwards by about \$17.7 million owing to the reduced number of intakes brought about by the improved employment market and increased educational opportunities; and
- (c) the requirement for non-recurrent projects was reduced by \$25.8 million. Of this, the Youth Work Experience and Training Scheme (YWETS) accounted for a reduction of about \$20 million owing to the reduced number of intakes for reasons similar to (b) above.

Notwithstanding the adjustment of the revised estimate, the YPTP and YWETS provided sufficient training places for all eligible applicants. There was no adverse impact on the delivery of employment support services as a whole under this Programme in 2006-07.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
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Reply Serial No.

**EDLB(L)087**

Question Serial No.

1904

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Will the Department provide employment services to support social enterprises in line with the Government's policy to promote the development of social enterprises? If yes, what are the details? If no, why?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In line with the Government's policy in promoting the development of social enterprises, the Labour Department will render support to social enterprises through the provision of free recruitment services to help them hire suitable employees. Such services include posting of vacancy information, referral of job-seekers and organisation of tailor-made recruitment activities.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
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Reply Serial No.

**EDLB(L)088**

Question Serial No.

1917

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The Administration will set up two Youth Employment Resource Centres in 2007-08. Please inform this Committee of the latest progress of setting up the two centres, the expected dates of commencing operation and the expenditure and staffing arrangement involved. Have indicators been established for the number of young people to be benefited? If yes, what are the indicators? If no, why?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Labour Department will set up two Youth Employment Resource Centres in 2007-08 to provide one-stop advisory and support services on employment and self-employment to young people aged 15 to 29. Preparatory and planning work is well underway. We aim to set up the two centres by the end of 2007.

Each centre will be staffed by one Labour Officer, one Assistant Labour Officer I, one Assistant Labour Officer II and one Assistant Clerical Officer. The estimated annual recurrent expenditure for the two centres is \$14.5 million. It is estimated that around 72 000 young people will make use of the services and facilities of the centres each year.

Signature \_\_\_\_\_

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Reply Serial No.

**EDLB(L)089**

Question Serial No.

1918

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The Labour Department provides labour market information to all job-seekers, including new arrivals. Will the Administration inform this Committee of the specific measures to render employment services to new arrivals? Please provide the figures of new arrivals seeking the assistance of the Labour Department for the past 5 years.

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Labour Department (LD) provides a comprehensive range of free employment assistance and counselling services to all job-seekers, including new arrivals, through a network of 12 job centres, the Telephone Employment Service as well as the Interactive Employment Service on the web. To cater for the special needs of new arrival job-seekers, each job centre has set up a resource corner and conduct tailor-made employment briefings to facilitate their better understanding of the local job market. New arrival job-seekers are also welcome to join the Job Matching Programme for more in-depth and personalised employment service. The number of new arrival job-seekers registered with the LD in the past five years is as follows:

	2002	2003	2004	2005	2006
No. of new arrival registrants	11 117	12 921	11 214	12 498	14 340

Signature \_\_\_\_\_

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Reply Serial No.

**EDLB(L)090**

Question Serial No.

1919

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The Labour Department has set up two new job centres in Yuen Long and North District. Please inform this Committee whether the Administration has made an assessment of the service utilization of the two job centres and whether the centres can attract local residents to use the relevant services.

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

Since their opening in late September 2006, the two new job centres in Yuen Long and North District have become increasingly popular among employers and job-seekers in the districts. Up to February 2007, a total of 40 914 visitors were recorded, 8 739 job-seekers registered and 9 745 local vacancies received. To promote employment opportunities in the districts, the two job centres have so far organized 10 recruitment activities and attracted over 850 participants.

The two job centres will continue to enhance their networking with local employers, canvass more local vacancies and facilitate job-seekers in the districts to find jobs.

Signature \_\_\_\_\_

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Reply Serial No.

**EDLB(L)091**

Question Serial No.

1920

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The indicators show that in 2005 and 2006, the placements for able-bodied job-seekers were less than 60% of the persons registered. In this connection, will the Administration inform this Committee of the reasons for the low rate. Will measures be introduced to achieve a higher rate? If yes, please provide details of the measures. If no, why?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Labour Department (LD) achieved all-time high placements for 113 090 able-bodied job-seekers in 2005. This record was surpassed in 2006 with the figure reaching the peak of 118 937.

In 2007, LD will keep up its efforts to improve the quality of employment services and enhance the employment opportunities of job-seekers. We will strengthen district-based and tailor-made recruitment activities for employers to canvass more local vacancies for job-seekers of different districts. We will also continue to implement the Re-employment Training Programme for the Middle-aged and the Work Trial Scheme to help place job-seekers with special difficulties into employment.

Signature \_\_\_\_\_

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Reply Serial No.

**EDLB(L)092**

Question Serial No.

1921

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The indicators show that in 2005 and 2006, the placements for disabled job-seekers were less than 70% of the persons registered. In this connection, will the Administration inform this Committee of the reasons for the low rate. Will measures be introduced to achieve a higher rate? If yes, please provide details of the measures. If no, what are the reasons? With the Government's efforts to speed up the development of social enterprises and encourage the employment of disabled persons, does the Administration expect that the placement rate will rise accordingly?

Asked by: Hon. FUNG Kin-kee, Frederick

2005 and 2006, the Selective Placement Division (SPD) of the Labour Department (LD) found jobs for 2 459 and 2 493 disabled job-seekers, achieving all-time high placement rates of 62.7% and 67.5% respectively.

In 2007, SPD will continue to promote its special employment programmes for people with disabilities, e.g. the Work Orientation and Placement Scheme and the Self Help Integrated Placement Service, in order to enhance the employability of people with disabilities. The division will organise activities to give recognition to enlightened employers and outstanding disabled employees. Through TV/radio programmes, newspaper/bus advertising, seminars and exhibitions, etc, we will seek to promote public understanding and acceptance of people with disabilities, with a view to helping disabled job-seekers secure employment in the open market.

Moreover, LD will render employment support to social enterprises through the provision of free recruitment and placement services to help them employ suitable employees, including people with disabilities.

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Reply Serial No.

**EDLB(L)093**

Question Serial No.

1922

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

As shown in the targets, the number of inspections under the Factories and Industrial Undertakings Ordinance (FIUO) and the Occupational Safety and Health Ordinance (OSHO) and the number of inspections per field inspector under the FIUO and the OSHO planned in 2007 are both lower than the actual numbers in 2005 and 2006. What are the reasons? Does the Administration plan to increase the target numbers? If yes, what are the planned details?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The planned number of inspections and number of inspections per field inspector are only planning targets, not a ceiling on the number of inspections to be conducted. The slight increases of inspections and inspections per field inspector over the planned figures in 2006 were mainly due to the launch of special enforcement campaigns to meet particular needs arising from the changing trend of accidents in the year.

The planned figures on inspections and number of inspections per field inspector under FIUO and OSHO for 2007 are set at 105 300 and 450. The actual number of inspections will depend on the result of the enforcement campaigns launched in accordance with the Labour Department's (LD's) work programme which focuses on major hazards, including those in construction, building repair and maintenance, working at height, and container handling and storage. The LD has no plan to amend the planned targets at this stage.

Signature \_\_\_\_\_

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Reply Serial No.

**EDLB(L)094**

Question Serial No.

1923

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2007, the Labour Department will enhance publicity and enforcement efforts to ensure adequate protection of drainage workers from gas poisoning. Please provide information on specific measures such as stepping up inspections, and the number of cases of drainage workers suffering from gas poisoning in the past 3 years.

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In 2007-08, we will enhance our publicity and enforcement efforts to ensure adequate protection of drainage workers from gas poisoning. On the publicity front, activities to be organised include Announcements of Public Interest on television, radio and mobile advertising media, occupational health talks, distribution of information booklets and publishing a health guide to raise the awareness of drainage workers about the importance of taking sufficient and adequate measures to prevent gas poisoning. We will also step up our inspections of drainage maintenance work sites not only during normal office hours but also at night-time. Our inspections will focus on the preventive and protective measures taken, such as the adequacy of risk assessment, sufficiency of ventilation, proper use of breathing apparatus, availability of emergency response procedures, and sufficiency of information, instruction and training provided.

In the past three years, there were four gassing accidents in connection with drainage works. As a result, three workers were killed and five were injured.

Signature \_\_\_\_\_

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Reply Serial No.

**EDLB(L)095**

Question Serial No.

1924

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2007-08, the Labour Department will issue guidance notes on the safe use of chemicals in the catering industry. Please provide information on specific details of the guidance notes, any consultations with the industry on the guidance notes, and the expenditure and manpower involved.

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

A range of chemicals are used in the catering industry, including caustic soda, sulphuric acid and hypochlorite (i.e. bleach solution), primarily for cleaning and disinfecting purposes. These chemicals can be hazardous if handled improperly. The Guidance Notes will provide a useful reference for people in the catering industry to identify the potential hazards arising from the use of chemicals and to take effective safety measures. The publication will outline the chemicals commonly used in the catering industry and provide guidance on the necessary safety precautions. As the publication is advisory in nature, we have no plan to conduct consultation with the industry.

The estimated expenditure for artwork design and printing of the Guidance Notes is \$60,000. The preparation and issuing of the publication will be taken up by one Senior Chemist and four Occupational Safety Officers in addition to their other duties.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)096**

Question Serial No.

1925

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The revised estimate in 2006-07 is 4.4% less than the original estimate. What are the reasons? Please set out the details of the items with reduced expenditure and the impact of the reduction on such items.

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The decrease in the revised estimate for 2006-07 under this Programme is mainly due to:

- (a) unfilled vacancies (about \$6.7 million);
- (b) lower-than-expected requirement for seeking expert advice from outside Chinese medicine practitioners because the provisions of the Certification for Employee Benefits (Chinese Medicine)(Miscellaneous Amendments) Ordinance 2006 in relation to the Employment Ordinance only became effective on 1 December 2006 (about \$1.2 million); and
- (c) reduced expenditure for the employment of temporary staff to assist in processing applications for payment under the Protection of Wages on Insolvency Fund because the number of applications in 2006 decreased with the economic recovery and the Labour Department's vigorous enforcement against wage offences (about \$0.5 million).

The decrease in the revised expenditure did not have any adverse impact on the respective work areas.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)097**

Question Serial No.

1926

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The planned numbers of inspections to workplaces and inspections per field labour inspector in 2007 are both lower than the actual numbers in 2005 and 2006. What are the reasons? Does the Administration plan to set a higher inspection target? If yes, what are the planned details?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In 2007, the Labour Department will further intensify its efforts in intelligence collection and analysis to launch more targeted operations to tackle wage offences and combat illegal employment. As more efforts are required for intelligence collection and analysis as well as planning and investigation, the present target number of workplace inspections and inspections per field inspectors are set at a reasonable and realistic level. This targeted mode of enforcement has proved very effective in offence detection.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007



Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)098**

Question Serial No.

1939

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What were the numbers of participants of the pilot “Voluntary Rehabilitation Programme” in the past three years? What was the total cost and the average cost of the rehabilitation services for the participants?

Asked by: Hon. CHAN Yuen-han

Reply:

The Labour Department (LD) launched the Voluntary Rehabilitation Programme (VRP) on a pilot basis in March 2003 to provide timely and free rehabilitation services to injured employees. Under the VRP, insurers provide free rehabilitation services to injured employees through qualified rehabilitation and health care professionals, while LD provides assistance in facilitation, coordination, promotion and review.

According to information collected from the participating insurers, 948 injured employees joined the VRP during the period from 1 March 2003 to 31 October 2005. We are updating the figures on participation during the period from 1 November 2005 to 31 December 2006.

LD does not have information on the cost of rehabilitation services provided by insurers.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
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Reply Serial No.

**EDLB(L)099**

Question Serial No.

1940

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The penalty for wage offences has been increased since March 2006. Are the penalties meted out to wage offenders higher than before? Have any wage offenders been imposed of the maximum penalty? If yes, what are the numbers?

Asked by: Hon. CHAN Yuen-han

Reply:

The new penalty provisions are applicable to wage offences committed on or after 30 March 2006. As there are still relatively fewer convictions under the new penalty provisions, we have to collect more statistics before a meaningful comparison with the convictions under the old penalty provisions can be conducted. We will keep track of the penalties imposed by the court and review the effectiveness of the new penalty provisions in due course. So far, there has not been any case where the maximum fine penalty is imposed under the new provisions.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)100**

Question Serial No.

1941

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employees Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question : Will the Labour Department assess the effectiveness of the publicity efforts in removing age discrimination in employment? If yes, what are the criteria? If no, what are the reasons?

Asked by: Hon. CHAN Yuen-han

Reply:

The Labour Department (LD) has been publicising the importance of removing age discrimination in employment through various measures. We have broadcast Announcements of Public Interest through the electronic media, displayed large publicity banners at prominent locations and distributed practical guidelines and leaflets for public consumption. These publicity efforts should go a long way towards enhancing public awareness of the matter.

The LD plans to conduct an opinion survey in 2008 to gauge the views of the public on the issue. The effectiveness of the publicity measures would also be assessed in the survey.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

Examination of Estimates of Expenditure 2007-08  
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Reply Serial No.

**EDLB(L)101**

Question Serial No.

1942

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding Labour Department's inspections to workplaces of non-skilled workers hired by government service contractors in 2006, what were the staffing establishment, number of inspections and locations of inspections involved?

Asked by: Hon. CHAN Yuen-han

Reply:

In 2006, the Labour Department continued to deploy 18 Labour Inspectors I from four enforcement teams to conduct inspections and investigate complaints to protect the rights and benefits under labour laws of non-skilled workers engaged by government service contractors. During the same year, the inspectors conducted 659 inspections to different workplaces and interviewed 2 369 non-skilled workers engaged by 105 government service contractors.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)102**

Question Serial No.

2247

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

- (a) Regarding the launching of the Wage Protection Movement (WPM), what is the total estimated expenditure in 2007-08?
- (b) What are the specific promotional and educational activities for the WPM? How much resources will be allocated for each programme?

Asked by: Hon. LEONG Kah-kit, Alan

Reply:

- (a) We do not have a breakdown of the estimated expenditure in launching the Wage Protection Movement for cleaning workers and security guards (WPM). The estimated expenditure in 2007-08 of \$9.21 million includes expenditure for publicity of the WPM, as well as staff and related costs for additional manpower required for overseeing the implementation of the WPM and stepping up enforcement against wage offences, with particular emphasis on the catering and construction sectors.
- (b) The Labour Department (LD) will carry out a series of promotional activities to publicise the WPM in 2007-08. These include screening Announcements in the Public Interest (APIs) through various media channels; distributing publicity materials such as leaflets and posters to different stakeholders and disseminating flyers with water bills; organising roving exhibitions and displaying information at the Property Management Advisory Centres of the Hong Kong Housing Society; and arranging outdoor advertisements by means of tramcars, buses and roadside banners. The estimated expenditure for publicity and public education will be about \$2.28 million. We do not have the breakdown on separate items at this juncture.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)103**

Question Serial No.

2248

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

- (a) Whether any provision is earmarked in the 2007-08 estimates for a study on legislating for a statutory minimum wage?
- (b) If yes, what is the expenditure involved? If no, what are the reasons?

Asked by: Hon. LEONG Kah-kit, Alan

Reply:

The Government will conduct an overall review of the Wage Protection Movement for cleaning workers and security guards (WPM) two years after its launch (i.e. October 2008). If the voluntary compliance approach fails to yield satisfactory results, the Government will legislate for a minimum wage in the cleansing and guarding services sectors. Nevertheless, to ensure that no time would be lost in putting in place a statutory minimum wage should the WPM prove ineffective, we are prepared to start preparatory work on introducing a statutory minimum wage for the two sectors before the overall review is completed. Thus, between now and October 2008, whilst the Government will continue to strenuously promote the WPM and closely monitor its progress, such preparatory work will also be set in train. The preparatory work will be undertaken by existing staff of the Labour Department.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
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Reply Serial No.

**EDLB(L)104**

Question Serial No.

2249

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

- (a) Two Youth Employment Resource Centres will be set up in 2007-08. What will be the annual operational cost involved?
- (b) Have any specific work targets been set? If yes, what are they?

Asked by: Hon. Leong Kah-kit, Alan

Reply:

- (a) The estimated annual recurrent expenditure for the two Youth Employment Resource Centres is \$14.5 million.
- (b) The two Youth Employment Resource Centres will provide one-stop advisory and support services on employment and self-employment to young people aged 15 to 29. The services to be provided include self-assessment, career counselling, up-to-date employment market information, and provision of office facilities for young people pursuing self-employment etc. It is estimated that around 72 000 young people will make use of the services and facilities of the centres each year.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
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INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)105**

Question Serial No.

2250

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The Labour Department will launch roving exhibitions to enhance public understanding of the Employment Ordinance in 2007-08. In this regard,

- (a) what will be the number of roving exhibitions?
- (b) what districts/venues are identified for the roving exhibitions?
- (c) what will be the expenditure involved?

Asked by: Hon. LEONG Kah-kit, Alan

Reply:

In 2007-08, the Labour Department will organise four roving exhibitions to enhance public understanding of the major provisions of the Employment Ordinance. The exhibitions will be held at private shopping malls and shopping centres of public housing estates in various districts. The estimated expenditure is \$100,000.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007



Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)106**

Question Serial No.

2251

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What is the estimated expenditure of the Youth Pre-employment Training Programme in 2007-08? What is the estimated number of training places?

Asked by: Hon. LEONG Kah-kit, Alan

Reply:

The estimated expenditure for the 2007-08 Youth Pre-employment Training Programme is \$54 million. Our target is to provide 12 000 training places. We will ensure that there are sufficient training places for all eligible applicants.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 16 March 2007

Examination of Estimates of Expenditure 2007-08  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**EDLB(L)107**

Question Serial No.

2252

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the Work Orientation and Placement Scheme in 2007-08, please inform this Council of:

- (a) the estimated expenditure involved;
- (b) the number of job-seekers expected to secure employment under the Scheme; and
- (c) the details and expenditure involved in organising activities to encourage employers to take on people with disabilities.

Asked by: Hon. LEONG Kah-kit, Alan

Reply:

estimated expenditure for the Work Orientation and Placement Scheme (WOPS) in 2007-08 is \$2 million. It is expected that the WOPS will help place about 300 disabled job-seekers into open employment.

The Selective Placement Division of the Labour Department regularly organises educational and publicity activities to promote public understanding and acceptance of people with disabilities. These activities include giving recognition to enlightened employers and outstanding disabled employees, TV/radio programmes, newspaper/bus advertisement seminars and exhibitions, etc. The estimated total expenditure for these activities in 2007-08 is \$2.9 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 15 March 2007

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Head: 100 Marine Department

Subhead:

Programme: (4) Services to Ships

Controlling Officer: Director of Marine

Director of Bureau: Secretary for Economic Development and Labour

Question:

Regarding the two fatalities in marine industrial accidents in 2006, what are the types of vessel involved? Are the two deceased local or Mainland crewmen?

Asked by: Hon. LAU Kin-ye, Miriam

Reply:

The two vessels involved in fatal marine industrial accidents were both locally licensed dumb lighters and the two deceased were both local workmen working on the lighters.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_

ROGER TUPPER

Post Title \_\_\_\_\_

Director of Marine

Date \_\_\_\_\_

16 March 2007