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**Panel on Manpower**

**Background brief prepared by the Legislative Council Secretariat  
for the meeting on 20 November 2008**

**Promotional efforts of the Labour Department**

**Purpose**

This paper provides background information on the promotional efforts of the Labour Department (LD).

**Promotional efforts of the Labour Department**

2. Although the Panel on Manpower has not discussed the promotional efforts of LD, the Administration has briefed the Panel on the work of LD in this area when the subjects of tackling of wage offences, promotion of good people management practices and occupational safety were discussed. Such promotional efforts are summarised in the following paragraphs.

Tackling of wage offences

3. According to the Administration, LD has mounted promotional campaigns to remind employers of their statutory obligation to pay wages on time and to alert them of the penalty clauses and successful conviction cases. LD also educates employees of their right to lodge claims and the importance of serving as prosecution witnesses. The major publicity and promotional efforts include -

- (a) launching a publicity campaign through the production of posters and broadcasting Announcements in the Public Interest (APIs), and advertising on buses to make the penalty for wage offences widely known to the public;
- (b) disseminating promotional leaflets targetted at employees and employers respectively on the seriousness of wage offences

through various channels, including trade unions and employer associations;

- (c) designing a new leaflet to enhance the awareness of construction workers of their statutory rights; and
- (d) producing of posters to remind construction workers of the major provisions on wage protection under the Employment Ordinance (EO) and encouraging them to act as prosecution witnesses in wage default cases.

#### Promoting good people management practices

4. LD organises various activities such as talks, briefings and roving exhibitions for employers, employees and human resource professionals with a view to promoting better understanding of EO and good people management practices. LD has produced a wide range of publications covering different themes for distribution to members of the public.

5. In 2006, LD organised a number of large-scale seminars for employers and human resources practitioners to facilitate sharing and discussion on topics including labour relations, good people management practices and recognition of registered Chinese medicine practitioners under EO.

#### Occupational safety

6. LD has launched intensive publicity campaigns to enhance the safety awareness of all parties involved in work-at-height and repair, maintenance, alterations and addition works. These include -

- (a) broadcasting newly created messages and mini-dramas on radios;
- (b) broadcasting APIs on television, radio and buses;
- (c) broadcasting short documentaries on trains of the Mass Transit Railway (MTR);
- (d) displaying posters at escalator crowns of MTR stations;
- (e) staging roving exhibitions in shopping malls;
- (f) organising safety seminars with the Occupational Safety and Health Council, related trade associations and workers' unions for frontline workers; and

- (g) publicising the "Casebook of Occupational Fatalities Related to Truss-out Bamboo Scaffolding Works" for reference by workers and members of the public.

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