

立法會
Legislative Council

LC Paper No. CB(2)2219/09-10
(These minutes have been seen by
the Administration)

Ref : CB2/PL/MP

Panel on Manpower

Minutes of meeting
held on Thursday, 17 June 2010, at 2:30 pm
in Conference Room A of the Legislative Council Building

- Members present** : Hon LI Fung-ying, BBS, JP (Chairman)
Hon IP Wai-ming, MH (Deputy Chairman)
Hon LEE Cheuk-yan
Hon Andrew CHENG Kar-foo
Hon WONG Kwok-hing, MH
Dr Hon LAM Tai-fai, BBS, JP
Hon CHAN Kin-por, JP
Hon WONG Sing-chi
Hon WONG Kwok-kin, BBS
Hon IP Kwok-him, GBS, JP
Dr Hon PAN Pey-chyou
Hon Alan LEONG Kah-kit, SC
Hon LEUNG Kwok-hung
- Members absent** : Hon LEUNG Yiu-chung
Hon Frederick FUNG Kin-kee, SBS, JP
- Public Officers attending** : Item III

Mr Matthew CHEUNG Kin-chung, GBS, JP
Secretary for Labour and Welfare

Mr Alan WONG Kwok-lun, JP
Deputy Commissioner for Labour (Labour Administration)

Mr Ernest IP Yee-cheung
Assistant Commissioner for Labour (Labour Relations) (Acting)

Ms Catherine LAW Sui-fong
Senior Labour Officer (Wage Security) (Acting)
Labour Department

Item IV

Mr Kenneth CHEN, JP
Under Secretary for Education

Mr Daniel CHENG
Principal Assistant Secretary for Education (Further
Education)

Miss Jeanne CHENG
Assistant Secretary for Education (Further Education)

Clerk in attendance : Mr Raymond LAM
Chief Council Secretary (2) 1

Staff in attendance : Miss Josephine SO
Senior Council Secretary (2) 1

Ms Kiwi NG
Legislative Assistant (2) 1

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I. Confirmation of minutes of previous meeting
(LC Paper No. CB(2)1786/09-10)

The minutes of the meeting held on 26 April 2010 were confirmed.

II. Date of next meeting and items for discussion
(LC Paper Nos. CB(2)1785/09-10(01) & (02) and CB(2)1774/09-10(01))

2. Members noted the following items proposed by the Administration for discussion at the next regular meeting to be held on 12 July 2010 at 2:30 pm -

- (a) An overview of the promotional efforts of the Labour Department on labour-related matters; and
- (b) Factories and Industrial Undertakings (Loadshifting Machinery) Regulation - Implementation of the Second Phase Certification Requirement.

3. Dr PAN Pey-chyou referred members to his letter dated 7 June 2010 proposing to discuss the monitoring of courses registered under the Continuing Education Fund ("CEF") at the meeting in July 2010.

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4. The Deputy Chairman expressed concern about the adequacy of manpower resources in the Labour Department ("LD"), including Labour Inspectors, for enforcement of the enacted Minimum Wage Ordinance ("MWO"). He said that he had raised similar concerns at meetings of the Bills Committee on Minimum Wage Bill ("the Bills Committee"). He suggested that the subject be discussed by the Panel at a future meeting.

5. Mr LEE Cheuk-yan recalled that the Administration had undertaken to introduce a bill into the Legislative Council in the 2009-2010 legislative session to give greater latitude for the court to order compulsory reinstatement or re-engagement of an employee who had been unreasonably and unlawfully dismissed by the employer and to provide for an additional sum to be paid to the employee should the employer decide not to implement the reinstatement order. Mr LEE enquired when the Panel would be briefed on the Administration's legislative proposal.

6. Secretary for Labour and Welfare ("SLW") and Deputy Commissioner for Labour (Labour Administration) ("DC for L") responded that -

- (a) the Administration reviewed from time to time the operation of CEF and introduced measures for enhancing quality assurance and monitoring of CEF courses. The Administration could brief members on the existing monitoring mechanism under CEF at the meeting in July 2010;
- (b) regarding the issues raised by the Deputy Chairman in respect of the manpower arrangements for the enforcement of the enacted MWO, appropriate measures and strategies would be adopted in order to safeguard employees' entitlements to statutory minimum wage and resources required would be handled according to the established mechanism. At the same time, LD would continue its effective enforcement efforts to protect the statutory rights and benefits of employees under various labour legislation. A written response would also be provided to the Bills Committee; and
- (c) to enhance employees' protection against unreasonable and unlawful dismissal, the Administration had undertaken, on the basis of the proposal supported by the Labour Advisory Board ("LAB") and the Panel in late 2007 and 2008, to introduce a bill to amend the Employment Ordinance (Cap. 57) ("EO") by removing the requirement for an employer's agreement before an order for reinstatement or re-engagement of an employee who had been dismissed unreasonably and unlawfully could be made. However, as explained at the Panel meeting on 23 February 2010, given the fact that some Committee Stage amendments to the Employment (Amendment) Bill 2009, which sought to create an offence relating to an employer's failure to pay any sum payable under an award of the Labour Tribunal ("LT"), would, by extending the new offence

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to cover non-payment of remedies awarded on the ground of unreasonable and unlawful dismissal, have read-across implications on the legislative proposal on compulsory reinstatement or re-engagement, LAB had asked the Administration to re-visit the legislative proposal on compulsory reinstatement and re-engagement taking into account the full implications of the Employment (Amendment) Ordinance 2010. The Administration would keep the matter in view and revert to the Panel at the earliest possible opportunity.

7. Mr LEE Cheuk-yan expressed dissatisfaction with the Administration's response at paragraph 6(c) above. He considered that the compulsory reinstatement/re-engagement proposal should not be delayed any further. Mr WONG Kwok-hing added that the Administration should at least make a progress report and brief members on the policy and related issues.

8. The Chairman said that she would liaise with the Administration after the meeting on the items to be discussed at the next meeting.

(Post-meeting note: After liaison with the Administration, the Chairman decided that the following items would be discussed at the meeting in July -

- (a) Factories and Industrial Undertakings (Loadshifting Machinery) Regulation - Implementation of the Second Phase Certification Requirement; and
- (b) Monitoring of courses registered under the Continuing Education Fund.)

III. An overview of the recent labour relations scene in Hong Kong
(LC Paper Nos. CB(2)1785/09-10(03) and (04))

9. SLW briefed members on the recent labour relations scene and the proactive efforts made by LD to maintain and promote harmonious labour relations, as detailed in the Administration's paper.

Combating wage offences

10. Mr WONG Kwok-hing noted the substantial increase in the numbers of convicted summonses for wage offences in 2008, 2009 and the first four months of 2010. He expressed concern about the heavy caseload in LD's Prosecutions Division and the adequacy of manpower in LD for conducting investigation and prosecution.

11. Echoing the view of Mr WONG Kwok-hing, the Deputy Chairman anticipated that with the passage of the Minimum Wage Bill and the

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Employment (Amendment) Bill 2009, the manpower requirement for undertaking investigation and prosecution work in LD would definitely increase. He called on the Administration to critically review its manpower requirement after the enactment of these two bills.

12. SLW and DC for L responded that -

- (a) the Labour Inspection Division and the Employment Claims Investigation Division of LD were responsible for conducting investigation of offences under EO to uphold employees' rights and benefits. The Prosecutions Division of LD took charge of prosecution of the offences referred by the two enforcement divisions. At present, the Prosecutions Division had an establishment of one Senior Labour Officer, five Labour Officers, about 10 Assistant Labour Officers and a dedicated team of Labour Inspectors to undertake prosecution work concerning EO;
- (b) while the reason for the increase in number of convicted summonses might be attributable to the economic downturn triggered by the financial tsunami, it also reflected that LD had continued with its rigorous enforcement against wage offences;
- (c) as regards the amount of provision and manpower requirement for the promotion and enforcement work after the enactment of the Employment (Amendment) Bill 2009 and the Minimum Wage Bill, the Administration would keep the manpower requirement of LD under review to ensure that sufficient resources were available to carry out the publicity and enforcement work; and
- (d) in reviewing the manpower requirement for the enforcement of the aforesaid two bills upon enactment, necessary additional manpower would be sought.

13. Dr LAM Tai-fai noted that from January to April 2010, there were 673 convicted summonses for wage offences, as compared to 362 convicted summonses secured in the corresponding period in 2009. He asked about the reason for the substantial increase in the number of convicted summonses on wage offences, and whether the employers concerned had financial difficulty to pay wages under the economic downturn or were genuinely culpable.

14. In response, SLW assured members that LD would take out prosecution only when there was sufficient evidence to establish an offence. In determining whether an employer had committed a wage offence, the court would take into account all the circumstances of the case, including the evidence to prove an employer had "wilfully and without reasonable excuse" defaulted payment. He added that as reflected by the significant decrease in the number of applications for payment from the Protection of Wages on Insolvency Fund ("PWIF"), the local economy had been improving.

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Promotion of family-friendly employment practices

15. The Chairman asked whether the Administration had any statistics on the number of employers adopting family-friendly employment practices ("FFEP"). She also asked whether LD had assessed the effectiveness of various practices implemented by employers and if so, the results of the study.

16. Assistant Commissioner for Labour (Labour Relations) (Acting) responded that LD had not conducted any formal survey on FFEP in Hong Kong. However, officers of LD had been collecting information on FFEP adopted in different establishments through their regular contacts with employers and human resources practitioners including members of 18 Human Resources Managers Clubs ("HRMC") formed in various trades and industries. According to the findings of two surveys among organizations of HRMC conducted respectively in 2006 and 2008, it was noted that the number of employers providing paid paternity leave increased from 16% to 21%.

17. Notwithstanding the Administration's response, the Chairman said that LD should consider conducting detailed assessment on the adoption of FFEP as well as other good people management measures in Hong Kong, so as to facilitate members' understanding of the effectiveness of the promotional efforts of LD in encouraging the implementation of FFEP in Hong Kong. Her view was echoed by Mr LEE Cheuk-yan.

18. SLW responded that the Administration would seriously consider members' suggestion of conducting a study on various family-friendly employment practices implemented within the private sector.

Provision of statutory paternity leave

19. Mr WONG Kwok-hing said that although there was an overwhelming support in the community for the provision of statutory paternity leave, LD only emphasized its role as a facilitator to encourage employers to adopt FFEP so as to assist employees to maintain a balance between work and family responsibilities. Mr WONG enquired about the number of establishments which had provided their male employees with paid paternity leave as a result of the promotional efforts made by LD, and whether the Administration would consider introducing paternity leave through the introduction of legislation in the long run.

20. In response, SLW advised that the Administration had all along been encouraging employers to adopt different forms of FFEP appropriate to their own circumstances, including the provision of paternity leave, with a view to assisting employees in discharging both their work and family responsibilities. LD did not keep statistics on the provision of paternity leave benefits in the private sector. If the said study on FFEP was to be conducted, LD would collect information including paternity leave benefits, flexi-hour and five-day week, etc, and would provide such information to the Panel when available. On the

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proposal for paternity leave to be provided to male employees, SLW explained the complexity of the issues involved and the needs to take into account the uniqueness of local circumstances as well as to strike a reasonable balance between the interests of employees and the affordability of employers. At present, the Administration was conducting a study on paternity leave, which comprised a research on the provision of paternity leave in other economies. In considering whether legislation should be introduced for paid paternity leave in Hong Kong, the Administration had to carefully consider its possible impact on local employers and the economy as a whole. The Administration expected to complete the study in the first half of 2011 before taking any decision on the way forward.

Employee's right to collective bargaining

21. Mr LEE Cheuk-yan expressed dissatisfaction that the paper provided by the Administration did not contain any information on LD's efforts to promote collective bargaining at the enterprise and industry levels. He said that while the International Labour Organization Convention No. 98 provided that the Government should promote the full development and utilization of machinery for collective bargaining between employers and trade unions with a view to reaching collective agreements, the Administration had not done much in this respect and LD had hardly been successful in persuading employers to recognize the status of trade unions. Mr LEE pointed out that the practice of collective bargaining was not prevalent in Hong Kong, as evidenced by the small number of collective agreements reached between employers and trade unions over the years. He held the view that enacting legislation would be more effective in enhancing employees' right to collective bargaining.

22. SLW responded that the stance of the Administration had always been clear and consistent that it would promote voluntary negotiation between employers and trade unions. The Administration noted that after voluntary negotiation, agreements had been reached between employers and employees engaged in the airline, printing, construction and transportation industries in respect of salary adjustments and paid leave. SLW said that the Administration had never stopped its work in promoting harmonious labour relations. At the central level, LAB was an important platform for discussions on an equal footing between employers and employees. At the industry level, LD established industry-based tripartite committees in nine major industries. At the enterprise level, LD maintained regular communication with more than a thousand human resources practitioners of different trades through HRMC to facilitate information sharing and discussion on labour relations and good people management practices. SLW stressed that in order for collective bargaining to be successful and meaningful, negotiation between employers and employees must be voluntary.

23. Mr LEUNG Kwok-hung said that it was not easy to build up harmonious labour relations, notwithstanding the continued efforts of the Administration in this regard. He considered that unless legislation was enacted to strengthen

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employee's right to collective bargaining, employees would remain in a disadvantaged position when labour disputes arose. The Administration should seriously consider enacting legislation for collective bargaining instead of advocating voluntary conciliation to resolve labour disputes.

24. The Deputy Chairman said that it had come to his notice that the Department of Justice ("DoJ") had proposed that parties in dispute should seek mediation before seeking adjudication by a court. The Deputy Chairman considered that such proposal on mediation should exclude labour disputes and claims which could not be resolved through the voluntary conciliation service provided by the Labour Relations Division ("LRD") of LD.

25. SLW and DC for L responded that the Labour Relations Ordinance (Cap. 55) had provided a legal framework for the handling of labour disputes by laying down a set of procedures, including conciliation, special conciliation and mediation, etc. The existing dispute resolution mechanism whereby LRD of LD provided voluntary conciliation service to assist the concerned employers and employees in resolving their labour disputes or claims had been working smoothly. The promotion of mediation by DoJ would not affect the operation of the labour dispute resolution mechanism administered by LD.

Measures to tackle false self-employment

26. Dr PAN Pey-chyou expressed concern about the proliferation of false self-employment. He said that many unscrupulous employers, in a deliberate attempt to evade their responsibility for making contributions to the Mandatory Provident Fund ("MPF") Scheme or taking out employees' compensation insurance, had arranged for their employees to become self-employed. As a result, these employees were deprived of their right to the MPF contributions which ought to be made by their employers and the labour protection and benefit entitlement for employees provided under EO and the Employees' Compensation Ordinance (Cap. 282) ("ECO"). Dr PAN enquired about the measures taken by LD in tackling false self-employment.

27. In response, SLW emphasized that it was the substance of the relationship rather than the nomenclature that mattered. In situations where an employer was suspected of having forced his employees to become self-employed as a means to evade the statutory responsibilities as an employer, the court would look at the facts and circumstances of the case, such as the provision of production tools, the bearing of financial risks over business and the right to hire other helpers, etc in determining whether an employer-employee relationship existed between the parties. If the court ruled that it was a case of false self-employment, the employer concerned would have to fulfil all his obligations under the labour laws. The employer might also have to bear the legal consequences for having committed an offence under EO or ECO, as the case might be.

28. SLW and DC for L further explained that the Administration had adopted a multi-pronged approach to tackle the problem of false self-employment.

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Among others, the Administration would step up the promotion and publicity work to enhance the public awareness of the subject. In tandem with efforts to educate employees on their statutory rights and benefits, LD would also step up its promotional efforts targeting in particular employers of small and medium enterprises to enhance their awareness of the possible legal consequences of false self-employment. To facilitate a better understanding of the problem, LD had started collating statistics on cases relating to claims of false self-employment since the end of 2009. The Administration planned to provide the Panel with the relevant statistics, together with an analysis of the problem, about one year later.

Safety net established under the Protection of Wages on Insolvency Fund

29. Dr PAN Pey-chyou noted that the accumulated surplus of PWIF stood at a healthy level of \$1,867 million by the end of April 2010, and the Fund Board had agreed to expand the scope of PWIF to cover pay for annual leave and statutory holidays not yet taken by employees in insolvency cases. He asked whether the financial position of PWIF was able to remain in a healthy state over the past few years, and whether LAB had endorsed the proposal to expand the scope of PWIF to provide more protection for employees of insolvent employers.

30. SLW advised that -

- (a) given the financial crisis in 1997, the financial position of PWIF had been adversely affected in 1999-2000 as the number of applications received and the total payout reached all-time highs;
- (b) in November 2002, the Finance Committee approved LD's proposal for a loan of \$695 million to PWIF; and
- (c) the improvement of PWIF's financial position was not achieved easily. To prevent possible abuse of PWIF, various measures were put in place. Among others, LD had employed retired police officers to strengthen its capacity in intelligence gathering and evidence collection relating to wage offences, and front-line officers of LD had stepped up inspection to catering establishments. In addition, LD also collected intelligence from trade unions about employers' malpractices so that LD could take enforcement actions at an early stage. As a result of the enhanced investigation strategies and targeted enforcement actions, LD had achieved more effective prosecutions against the responsible persons of body corporates for wage offences under section 64B of EO. All these measures had proved to be successful in preventing unscrupulous employers from evading their wage liabilities and wage defaults from developing into claims for PWIF.

31. DC for L said that the number of PWIF applications fluctuated with the economic situation. As regards the suggestion of expanding the scope of PWIF,

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LAB had discussed and endorsed the proposal to expand the scope of the Fund to cover pay for untaken annual leave and statutory holidays.

IV. Progress report on the development and implementation of the Qualifications Framework

(LC Paper Nos. CB(2)1785/09-10(05) and (06))

32. Under Secretary for Education ("US(Ed)") briefed members on the latest progress of the development and implementation of the Hong Kong Qualifications Framework ("QF"), as detailed in the Administration's paper.

33. Noting that the Education Bureau ("EDB") had so far set up Industry Training Advisory Committees ("ITACs") for 13 sectors, Dr PAN Pey-chyau expressed concern about the Administration's slow progress in assisting various industries in implementing QF. He asked whether there were any difficulties in setting up new ITACs in other industries and ways to expedite the process.

34. Dr LAM Tai-fai asked whether the Administration had any timetable to set up more ITACs in other industries.

35. In response, US(Ed) and Principal Assistant Secretary for Education (Further Education) ("PAS(FE)") made the following points -

- (a) following the announcement of the establishment of a qualifications framework in 2004, EDB had been working closely with relevant stakeholders, including employers, employees, trade associations and unions, professional bodies, and education and training providers to establish the infrastructure for QF. The Accreditation of Academic and Vocational Qualifications Ordinance (Cap. 592), which provided the legal framework for the quality assurance mechanism underpinning QF, commenced full operation on 5 May 2008. QF was formally launched on that date;
- (b) to ensure relevancy to industry needs, EDB had been assisting various sectors in setting up ITACs. So far, ITACs had been set up for 13 sectors;
- (c) in parallel with the implementation of QF, the Recognition of Prior Learning ("RPL") mechanism had been developed so as to enable employees to obtain formal recognition for the knowledge, skills and experience they acquired at the workplace, and to facilitate further learning without starting from scratch. The RPL mechanism had been implemented, on a pilot basis, for three industries for a period of two years with effect from June 2008;
- (d) meanwhile, the Administration was reaching out to employers, employees, professional bodies and other stakeholders with a view

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to setting up more ITACs in other industries. In particular, it was exploring with stakeholders of the four economic pillars and the six priority industries identified in the Chief Executive's 2009-2010 Policy Address, with a view to setting up new ITACs in these industries. Responses from the stakeholders were positive. The Administration expected that a few industries, such as the retail sector and the testing and certification services sector, would be ready to set up their respective ITACs within 2010; and

- (e) the development and implementation of QF was a long term endeavour. It was industry-led and the participation of industries was voluntary. ITACs served as a platform for employers, employees, professional bodies and other stakeholders to exchange views on the development of QF as well as manpower development and upgrading. The establishment of an ITAC for a particular sector depended largely on whether there was general consensus among the relevant stakeholder groups on the need to implement QF in the industry.

36. Mr LEUNG Kwok-hung said that to ensure the smooth implementation of QF, the Administration should allocate sufficient resources for launching QF and its related initiatives. He held the view that the industry-specific training provided for in-service workers and the RPL mechanism should facilitate aged workers and employees with low educational attainment in obtaining recognition of qualifications under QF.

37. In response, US(Ed) explained that QF was a seven-level hierarchy that ordered and supported qualifications of the academic, vocational and continuing education sectors. All qualifications recognized under QF were quality assured. The number of years of service and relevant experience would form the basic requirements for recognition of qualifications. There was a five-year transitional period for each industry during which employees might apply for recognition of QF qualifications at levels 1 to 3, based on their past relevant work experience without the need to take any assessments. After the end of the transitional period, all levels of qualifications must be attained through assessment. The form of assessment would be in line with the skills and knowledge required of individual levels. In giving recognition to higher levels of qualifications, i.e. level 4 or above, it was necessary for an applicant to prove his possession of the relevant competency standards. Apart from considering the years of working experience of the applicant with respect to relevant competence, certain assessment of the applicant had to be conducted. To support the implementation of QF and to encourage employees to pursue further training under QF, the Administration provided various forms of financial assistance to the relevant stakeholders through the QF Support Schemes.

38. The Deputy Chairman noted that the RPL mechanism had been implemented since June 2008 on a pilot basis for three industries, namely the Printing and Publishing, Watch and Clock, and Hairdressing industries.

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However, as at the end of May 2010, only some 1 300 applications involving over 4 800 clusters of competencies at various QF levels had been processed by the assessment agency. He considered the application rate far from satisfactory, when compared to the vast working population in these three industries. He asked whether the Administration had encountered great difficulties in enlisting the support of employers and employees in undergoing RPL assessment.

39. US(Ed) and PAS(FE) responded that -

- (a) the RPL pilot scheme had been implemented since June 2008 for three industries for the purpose of assessing the qualifications of employees with past relevant work experience. The participation in the scheme was entirely voluntary. There was also a five-year transitional period for each of the participating industry, during which employees might apply for recognition of qualifications at levels 1 to 3 under QF based on their past relevant work experience without having to undergo any assessment. After the expiry of the transitional period, all levels of qualifications must be attained through assessments. As such, stakeholders in the industries concerned generally expected that the number of applicants would increase gradually at the later stage of the transitional period;
- (b) to promote the RPL mechanism, the Administration had embarked on a series of publicity and promotional activities in collaboration with the Assessment Agency in the past two years. The activities included organizing exhibitions or promotional events specifically for the three industries running the RPL pilot scheme; visiting trade associations, labour unions, organizations or companies of these industries; participating in promotional events organized by trade associations or labour unions; giving media interviews, publicizing feature articles/advertisements in newspapers or trade magazines; and distributing promotional leaflets to encourage employees to participate in the pilot scheme; and
- (c) upon completion of the RPL pilot scheme, EDB had consulted the stakeholders of the relevant industries and reviewed the RPL mechanism. On the whole, the responses and feedbacks from different stakeholders were positive. The Administration would continue to monitor the implementation of the RPL mechanism, with a view to further refining the mechanism. It would also encourage training providers to offer more suitable programmes for employees to pursue continuous learning after attaining different levels of qualifications, and maintain close liaison and communication with the stakeholders.

40. Sharing the concern of the Deputy Chairman, the Chairman said that to her knowledge, many employees had practical difficulties in pursuing further

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studies, given the long working hours and heavy work pressure faced by employees. She asked whether the Administration had any plan to provide additional incentives to employers and employees to support the implementation of QF.

41. US(Ed) responded that to support the implementation of QF, the Administration had launched a number of financial assistance schemes including the accreditation grants for course providers, subsidies for registration of qualifications in the Qualifications Register ("QR"), accreditation and start-up grants for RPL assessment agencies, and reimbursement of RPL assessment fees to employees. Up to end May 2010, a total of 190 education and training providers had applied for the accreditation grants of about 2 700 qualifications and some 4 700 qualifications had been subsidized for registration in QR. So far, a total of \$13 millions had been disbursed under various financial assistance schemes to the education and training providers. The Administration envisaged that there would be more applications for financial subsidies when the education and training providers were better prepared for submitting their learning programmes for accreditation. As regards the suggestion of providing employees with other forms of incentives, such as study leave, the Administration would relay to the relevant bureau for consideration.

42. Dr LAM Tai-fai noted from paragraph 6 of the Administration's paper that as at end May 2010, the education and training providers had developed a total of 120 courses based on the Specifications of Competency Standards ("SCSs") drawn up by the 13 ITACs for their respective industries, and over 6 500 employees had taken part in these SCS-based programmes. Dr LAM enquired whether such numbers of ITACs and employees involved were in line with the anticipation of the Administration.

43. In response, PAS(FE) advised that those 120 courses only covered some, but not all, of the industries where SCSs had been made available. To encourage and facilitate providers to develop SCS-based courses, EDB had drawn up the Qualification Guidelines, which had been promulgated to providers since June 2008, and stipulated the curriculum structure and other requirements of a SCS-based course including the award title, qualification level, and credit size of the course. As regards the enrolment rate, the number of participants was more or less the same as what it had been anticipated.

44. The meeting ended at 4:25 pm.