

**Legislative Council
Panel on Development**

**Follow-up Action to the Meeting
Held on 22 February 2011**

Construction Manpower

The Administration was requested to provide a projection of supply of construction manpower in the next 10 years indicating, among other things, the distribution of age of the workers and their skill levels, and how the supply could cater for the manpower needs of the major construction projects to be implemented.

1. The supply of construction manpower is affected by a number of factors such as the prevailing economic climate, job opportunities in the construction and other sectors, volume of public and private sector developments, and wage trend in coming years. A projection of the supply of construction manpower in the next 10 years will not be possible and reliable.
2. Further, while the public works programme (PWP) has provided useful reference for estimating the future construction manpower requirements, the implementation schedule of the projects under the PWP in the next 10 years cannot be fully ascertained at this stage and that PWP may be subject to revisions throughout the planning, design and public engagement processes. Besides, the demand for construction manpower generated by private developments is even more difficult to predict, bearing in mind that the private sector has all along been a major contributor of local construction output. Private developments, mostly building construction by nature, are also more labour intensive than infrastructure developments.
3. Nevertheless, the register of construction workers established under the Construction Workers Registration Ordinance (Cap. 583) (CWRO) provides current and reliable information on the local construction workforce in terms of volume of supply, their skill sets and age profile. Separately, the Construction Industry Council (CIC)

established under the Construction Industry Council Ordinance (Cap. 587) and its Construction Industry Training Board provides a variety of training courses for potential new entrants and in-service construction workers to meet the anticipated demand. The CIC has also established a Committee on Manpower Training and Development to advise on manpower planning and development for construction personnel. The CIC and its committees, composed of representatives from all sectors of the industry, has been working closely with relevant stakeholders to gauge the demand for construction manpower and to provide the necessary training to produce workers in need. After the amalgamation of the CIC and the Construction Workers Registration Authority (CWRA) as proposed by the Administration in the Legislative Council (LegCo) Development Panel paper ref. CB(1)467/10-11(03) dated 23 November 2010, the work of estimating construction manpower supply and producing skilful workers in trades of anticipated demand locally can be carried out in an even more integrated manner.

4. Recently, the Administration has launched various measures to uplift the image of the construction industry with a view to attracting more people, especially young people to join the industry. Amongst others, the Government is stipulating provisions in public works contracts requiring contractors to implement measures to improve the site operating environment, safeguarding construction site safety, improving site cleanliness and tidiness, and requiring contractors to provide uniform for site personnel. In addition, we have secured a one-off funding of \$100 million from the LegCo Finance Committee to support the CIC to enhance training and trade testing for prospective fresh blood and in-service construction personnel, and to enhance promotion and publicity activities to attract more people to join the industry. Not more than \$20 million is earmarked for launching an intensive promotion and publicity campaign in phases to promote the image of the construction industry.

Development Bureau
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