

Index Page

Replies to initial written questions raised by Finance Committee Members in examining the Estimates of Expenditure 2015-16

Director of Bureau : Secretary for Labour and Welfare

Session No. : 19

File Name : LWB(L)-2-e1.doc

Reply Serial No.	Question Serial No.	Name of Member	Head	Programme
LWB(L)001	1698	CHAN Hak-kan	90	(2) Employment Services
LWB(L)002	0734	CHAN Kin-por	90	(3) Safety and Health at Work
LWB(L)003	0735	CHAN Kin-por	90	(4) Employees' Rights and Benefits
LWB(L)004	0736	CHAN Kin-por	90	(4) Employees' Rights and Benefits
LWB(L)005	0680	CHAN Yuen-han	90	(2) Employment Services
LWB(L)006	0681	CHAN Yuen-han	90	(3) Safety and Health at Work
LWB(L)007	0682	CHAN Yuen-han	90	(4) Employees' Rights and Benefits
LWB(L)008	0707	CHAN Yuen-han	90	(1) Labour Relations
LWB(L)009	2075	CHEUNG Chiu-hung, Fernando	90	(2) Employment Services
LWB(L)010	3019	CHEUNG Kwok-che	90	(2) Employment Services
LWB(L)011	3021	CHEUNG Kwok-che	90	(2) Employment Services
LWB(L)012	0036	CHEUNG Yu-yan, Tommy	90	(2) Employment Services
LWB(L)013	0037	CHEUNG Yu-yan, Tommy	90	(2) Employment Services
LWB(L)014	0038	CHEUNG Yu-yan, Tommy	90	(3) Safety and Health at Work
LWB(L)015	0048	CHEUNG Yu-yan, Tommy	90	(4) Employees' Rights and Benefits
LWB(L)016	0614	CHIANG Lai-wan	90	(4) Employees' Rights and Benefits
LWB(L)017	0615	CHIANG Lai-wan	90	(4) Employees' Rights and Benefits
LWB(L)018	0616	CHIANG Lai-wan	90	(3) Safety and Health at Work
LWB(L)019	0617	CHIANG Lai-wan	90	(2) Employment Services
LWB(L)020	0618	CHIANG Lai-wan	90	(4) Employees' Rights and Benefits
LWB(L)021	0619	CHIANG Lai-wan	90	(2) Employment Services
LWB(L)022	0621	CHIANG Lai-wan	90	(2) Employment Services
LWB(L)023	0623	CHIANG Lai-wan	90	(2) Employment Services

Reply Serial No.	Question Serial No.	Name of Member	Head	Programme
LWB(L)024	0624	CHIANG Lai-wan	90	(2) Employment Services
LWB(L)025	0626	CHIANG Lai-wan	90	(2) Employment Services
LWB(L)026	0627	CHIANG Lai-wan	90	(2) Employment Services
LWB(L)027	0628	CHIANG Lai-wan	90	(4) Employees' Rights and Benefits
LWB(L)028	0629	CHIANG Lai-wan	90	(2) Employment Services
LWB(L)029	0630	CHIANG Lai-wan	90	(4) Employees' Rights and Benefits
LWB(L)030	0631	CHIANG Lai-wan	90	(4) Employees' Rights and Benefits
LWB(L)031	0632	CHIANG Lai-wan	90	(1) Labour Relations (4) Employees' Rights and Benefits
LWB(L)032	0633	CHIANG Lai-wan	90	(3) Safety and Health at Work
LWB(L)033	0634	CHIANG Lai-wan	90	(4) Employees' Rights and Benefits
LWB(L)034	0636	CHIANG Lai-wan	90	(1) Labour Relations
LWB(L)035	0641	CHIANG Lai-wan	90	(1) Labour Relations
LWB(L)036	0642	CHIANG Lai-wan	90	(2) Employment Services
LWB(L)037	0643	CHIANG Lai-wan	90	(1) Labour Relations
LWB(L)038	0644	CHIANG Lai-wan	90	(1) Labour Relations
LWB(L)039	0651	CHIANG Lai-wan	90	(2) Employment Services
LWB(L)040	0781	HO Chun-yan, Albert	90	(4) Employees' Rights and Benefits
LWB(L)041	0782	HO Chun-yan, Albert	90	(2) Employment Services
LWB(L)042	0785	HO Chun-yan, Albert	90	(1) Labour Relations
LWB(L)043	0786	HO Chun-yan, Albert	90	(2) Employment Services
LWB(L)044	0787	HO Chun-yan, Albert	90	(2) Employment Services
LWB(L)045	0788	HO Chun-yan, Albert	90	(4) Employees' Rights and Benefits
LWB(L)046	0789	HO Chun-yan, Albert	90	(1) Labour Relations
LWB(L)047	0790	HO Chun-yan, Albert	90	(1) Labour Relations
LWB(L)048	0791	HO Chun-yan, Albert	90	(1) Labour Relations
LWB(L)049	0792	HO Chun-yan, Albert	90	(2) Employment Services
LWB(L)050	0793	HO Chun-yan, Albert	90	(4) Employees' Rights and Benefits
LWB(L)051	0795	HO Chun-yan, Albert	90	

Reply Serial No.	Question Serial No.	Name of Member	Head	Programme
LWB(L)052	1570	IP LAU Suk-ye, Regina	90	(2) Employment Services
LWB(L)053	0303	KWOK Wai-keung	90	(2) Employment Services
LWB(L)054	0304	KWOK Wai-keung	90	(1) Labour Relations (2) Employment Services (3) Safety and Health at Work
LWB(L)055	0305	KWOK Wai-keung	90	(1) Labour Relations (2) Employment Services (3) Safety and Health at Work
LWB(L)056	0306	KWOK Wai-keung	90	(1) Labour Relations
LWB(L)057	0307	KWOK Wai-keung	90	(1) Labour Relations
LWB(L)058	0308	KWOK Wai-keung	90	(2) Employment Services
LWB(L)059	0465	KWOK Wai-keung	90	(2) Employment Services
LWB(L)060	0466	KWOK Wai-keung	90	(2) Employment Services
LWB(L)061	1519	LAM Kin-fung, Jeffrey	90	(2) Employment Services
LWB(L)062	0486	LEE Cheuk-yan	90	(1) Labour Relations
LWB(L)063	0487	LEE Cheuk-yan	90	(1) Labour Relations
LWB(L)064	0488	LEE Cheuk-yan	90	(1) Labour Relations
LWB(L)065	0489	LEE Cheuk-yan	90	(2) Employment Services
LWB(L)066	0490	LEE Cheuk-yan	90	(2) Employment Services
LWB(L)067	0491	LEE Cheuk-yan	90	(2) Employment Services
LWB(L)068	0492	LEE Cheuk-yan	90	(2) Employment Services
LWB(L)069	0493	LEE Cheuk-yan	90	(2) Employment Services
LWB(L)070	0494	LEE Cheuk-yan	90	(2) Employment Services
LWB(L)071	0495	LEE Cheuk-yan	90	(2) Employment Services
LWB(L)072	0496	LEE Cheuk-yan	90	(3) Safety and Health at Work
LWB(L)073	0497	LEE Cheuk-yan	90	(3) Safety and Health at Work
LWB(L)074	0498	LEE Cheuk-yan	90	(4) Employees' Rights and Benefits
LWB(L)075	0499	LEE Cheuk-yan	90	(4) Employees' Rights and Benefits
LWB(L)076	0500	LEE Cheuk-yan	90	(4) Employees' Rights and Benefits
LWB(L)077	0501	LEE Cheuk-yan	90	(4) Employees' Rights and Benefits
LWB(L)078	3206	LEE Cheuk-yan	90	(1) Labour Relations
LWB(L)079	0380	LEUNG Kwan-yuen, Andrew	90	(4) Employees' Rights and Benefits
LWB(L)080	1185	LEUNG Mei-fun, Priscilla	90	(2) Employment Services
LWB(L)081	0533	LEUNG Yiu-chung	90	(2) Employment Services
LWB(L)082	2444	LEUNG Yiu-chung	90	(1) Labour Relations
LWB(L)083	3177	MO, Claudia	90	(4) Employees' Rights and Benefits

Reply Serial No.	Question Serial No.	Name of Member	Head	Programme
LWB(L)084	0554	POON Siu-ping	90	(3) Safety and Health at Work
LWB(L)085	0586	POON Siu-ping	90	(1) Labour Relations
LWB(L)086	0594	POON Siu-ping	90	(3) Safety and Health at Work
LWB(L)087	0595	POON Siu-ping	90	(3) Safety and Health at Work
LWB(L)088	0596	POON Siu-ping	90	(3) Safety and Health at Work
LWB(L)089	0597	POON Siu-ping	90	(3) Safety and Health at Work
LWB(L)090	3130	POON Siu-ping	90	(4) Employees' Rights and Benefits
LWB(L)091	3131	POON Siu-ping	90	(4) Employees' Rights and Benefits
LWB(L)092	0086	SHEK Lai-him, Abraham	90	(2) Employment Services
LWB(L)093	0087	SHEK Lai-him, Abraham	90	(2) Employment Services
LWB(L)094	0092	SHEK Lai-him, Abraham	90	
LWB(L)095	0126	SHEK Lai-him, Abraham	90	
LWB(L)096	2864	SIN Chung-kai	90	(2) Employment Services
LWB(L)097	2865	SIN Chung-kai	90	(2) Employment Services
LWB(L)098	2866	SIN Chung-kai	90	(4) Employees' Rights and Benefits
LWB(L)099	2867	SIN Chung-kai	90	(3) Safety and Health at Work
LWB(L)100	2868	SIN Chung-kai	90	(4) Employees' Rights and Benefits
LWB(L)101	2869	SIN Chung-kai	90	(3) Safety and Health at Work
LWB(L)102	2870	SIN Chung-kai	90	(1) Labour Relations (4) Employees' Rights and Benefits
LWB(L)103	2871	SIN Chung-kai	90	(4) Employees' Rights and Benefits
LWB(L)104	2872	SIN Chung-kai	90	(4) Employees' Rights and Benefits
LWB(L)105	2873	SIN Chung-kai	90	(4) Employees' Rights and Benefits
LWB(L)106	2874	SIN Chung-kai	90	(1) Labour Relations
LWB(L)107	2875	SIN Chung-kai	90	(2) Employment Services
LWB(L)108	0921	TANG Ka-piu	90	(2) Employment Services
LWB(L)109	0922	TANG Ka-piu	90	(1) Labour Relations
LWB(L)110	0923	TANG Ka-piu	90	(1) Labour Relations
LWB(L)111	0924	TANG Ka-piu	90	(2) Employment Services
LWB(L)112	0925	TANG Ka-piu	90	(3) Safety and Health at Work
LWB(L)113	0926	TANG Ka-piu	90	(2) Employment Services
LWB(L)114	0940	TANG Ka-piu	90	(2) Employment Services
LWB(L)115	1700	TSE Wai-chun, Paul	90	(1) Labour Relations

Reply Serial No.	Question Serial No.	Name of Member	Head	Programme
LWB(L)116	1702	TSE Wai-chun, Paul	90	(1) Labour Relations
LWB(L)117	0389	WONG Kwok-hing	90	(1) Labour Relations
LWB(L)118	0390	WONG Kwok-hing	90	(2) Employment Services
LWB(L)119	0240	WONG Kwok-kin	90	(1) Labour Relations
LWB(L)120	0241	WONG Kwok-kin	90	(2) Employment Services
LWB(L)121	0242	WONG Kwok-kin	90	(4) Employees' Rights and Benefits
LWB(L)122	0244	WONG Kwok-kin	90	(1) Labour Relations
LWB(L)123	0245	WONG Kwok-kin	90	(1) Labour Relations
LWB(L)124	3041	WONG Pik-wan, Helena	90	(1) Labour Relations
LWB(L)125	1320	YICK Chi-ming, Frankie	90	(2) Employment Services
LWB(L)126	0690	CHAN Yuen-han	141	(7) Subvention: Vocational Training Council (Vocational Training)
LWB(L)127	0706	CHAN Yuen-han	141	(4) Manpower Development
LWB(L)128	3020	CHEUNG Kwok-che	141	(4) Manpower Development
LWB(L)129	0635	CHIANG Lai-wan	141	(4) Manpower Development
LWB(L)130	0647	CHIANG Lai-wan	141	(4) Manpower Development
LWB(L)131	2804	FUNG Kin-kee, Frederick	141	(4) Manpower Development
LWB(L)132	0794	HO Chun-yan, Albert	141	(7) Subvention: Vocational Training Council (Vocational Training)
LWB(L)133	0309	KWOK Wai-keung	141	(7) Subvention: Vocational Training Council (Vocational Training)
LWB(L)134	0310	KWOK Wai-keung	141	(7) Subvention: Vocational Training Council (Vocational Training)
LWB(L)135	1189	LEUNG Mei-fun, Priscilla	141	(4) Manpower Development
LWB(L)136	0556	POON Siu-ping	141	(4) Manpower Development
LWB(L)137	0562	POON Siu-ping	141	(7) Subvention: Vocational Training Council (Vocational Training)
LWB(L)138	0425	TIEN Pei-chun, James	141	(4) Manpower Development
LWB(L)139	0783	HO Chun-yan, Albert	173	(1) Student Assistance Scheme
LWB(L)140	2904	LEUNG, Kenneth	173	(1) Student Assistance Scheme
LWB(L)141	5256	CHAN Ka-lok,	90	(1) Labour Relations

Reply Serial No.	Question Serial No.	Name of Member	Head	Programme
		Kenneth		
LWB(L)142	5257	CHAN Ka-lok, Kenneth	90	(1) Labour Relations
LWB(L)143	5258	CHAN Ka-lok, Kenneth	90	(2) Employment Services
LWB(L)144	5260	CHAN Ka-lok, Kenneth	90	(2) Employment Services
LWB(L)145	5410	CHEUNG Chiu-hung, Fernando	90	(2) Employment Services
LWB(L)146	5781	CHEUNG Chiu-hung, Fernando	90	(2) Employment Services
LWB(L)147	5782	CHEUNG Chiu-hung, Fernando	90	(2) Employment Services
LWB(L)148	6248	CHEUNG Chiu-hung, Fernando	90	(1) Labour Relations
LWB(L)149	6705	CHEUNG Kwok-che	90	(2) Employment Services
LWB(L)150	6872	CHEUNG Kwok-che	90	(4) Employees' Rights and Benefits
LWB(L)151	6882	CHEUNG Kwok-che	90	(2) Employment Services
LWB(L)152	6883	CHEUNG Kwok-che	90	(2) Employment Services
LWB(L)153	6892	CHEUNG Kwok-che	90	(2) Employment Services
LWB(L)154	6895	CHEUNG Kwok-che	90	(2) Employment Services
LWB(L)155	3803	FAN Kwok-wai, Gary	90	(2) Employment Services
LWB(L)156	6165	KWOK Ka-ki	90	(1) Labour Relations
LWB(L)157	6167	KWOK Ka-ki	90	(1) Labour Relations
LWB(L)158	6168	KWOK Ka-ki	90	(2) Employment Services
LWB(L)159	6170	KWOK Ka-ki	90	(2) Employment Services
LWB(L)160	6171	KWOK Ka-ki	90	(3) Safety and Health at Work
LWB(L)161	6172	KWOK Ka-ki	90	(3) Safety and Health at Work
LWB(L)162	6174	KWOK Ka-ki	90	(3) Safety and Health at Work
LWB(L)163	6175	KWOK Ka-ki	90	(4) Employees' Rights and Benefits
LWB(L)164	6176	KWOK Ka-ki	90	(4) Employees' Rights and Benefits
LWB(L)165	3311	LEE Cheuk-yan	90	(1) Labour Relations
LWB(L)166	5601	LEUNG	90	(2) Employment Services

Reply Serial No.	Question Serial No.	Name of Member	Head	Programme
		Kwok-hung		
LWB(L)167	5602	LEUNG Kwok-hung	90	(2) Employment Services
LWB(L)168	4142	POON Siu-ping	90	(4) Employees' Rights and Benefits
LWB(L)169	4144	POON Siu-ping	90	(2) Employment Services
LWB(L)170	4136	QUAT, Elizabeth	90	(2) Employment Services
LWB(L)171	3368	SHEK Lai-him, Abraham	90	(2) Employment Services
LWB(L)172	4170	TANG Ka-piu	90	(2) Employment Services
LWB(L)173	4308	TIEN Pei-chun, James	90	(2) Employment Services
LWB(L)174	3743	TIEN Puk-sun, Michael	90	(2) Employment Services
LWB(L)175	3469	TONG Ka-wah, Ronny	90	(2) Employment Services
LWB(L)176	4207	WONG Kwok-hing	90	
LWB(L)177	4474	WONG Kwok-hing	90	
LWB(L)178	4475	WONG Kwok-hing	90	
LWB(L)179	3578	IP Kwok-him	141	(4) Manpower Development
LWB(L)180	4975	SHEK Lai-him, Abraham	141	(7) Subvention: Vocational Training Council (Vocational Training)
LWB(L)181	3448	TONG Ka-wah, Ronny	141	(4) Manpower Development
LWB(L)182	5994	LEUNG Kwok-hung	173	(1) Student Assistance Scheme

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1698)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to Head 90 on page 678, the number of young people receiving employment and self-employment advisory and support services provided by the Youth Employment Resource Centres (YERCs) exceeded 74 000 in the past two years, while the target for 2015 is set at 72 000. What are the reasons? Does the Government consider that it should raise the target?

Asked by: Hon CHAN Hak-kan (Member Question No. 47)

Reply:

The Labour Department (LD) pledges to provide employment and self-employment advisory and support services to 72 000 young people at the two YERCs each year. The performance indicator of each YERC serving 36 000 members per year was stipulated in the service contract for engaging a non-governmental organisation to provide services for the two YERCs. In 2013 and 2014, 74 850 and 74 288 young people respectively used the services of the two YERCs, exceeding the indicator in the service contract. In 2015, LD will, having regard to the performance indicators in the current service contract, continue its efforts in attracting more young people to make use of services at YERCs, closely monitor the trend of utilisation rates of YERCs, and make adjustments in a timely manner to accommodate the service need of youths.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0734)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (3) Safety and Health at Work
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

Under Programme (3) Safety and Health at Work, the indicators for 2014 show that the number of investigations of accidents at workplaces was 14 758; the number of warnings issued by occupational safety officers was 30 961; the number of prosecutions taken was 2 709; the number of suspension/improvement notices issued was 3 011. The above four figures were higher than those in 2013. In this connection, has the Government assessed whether the present situation of suspected breaches of the relevant legislation at workplaces is more serious than the previous year? In this regard, what is the establishment of civil servants (including occupational safety officers, etc.) responsible for these duties in the coming year? Has assessment been made on the need to substantially increase manpower to enhance the promotion of occupational safety and monitor compliance of relevant legislation at workplaces?

Asked by: Hon CHAN Kin-por (Member Question No. 14)

Reply:

The number of investigations of accidents at workplaces conducted by the staff of the Labour Department (LD) is subject to the nature of the accident cases and the need of evidence collection. The numbers of prosecutions taken and suspension/improvement notices and warnings issued will depend on adequacy of evidence as required under the relevant occupational safety and health legislation. The actual number in respect of such work varies from year to year.

Investigations of accidents at workplaces and enforcement of occupational safety and health legislation are integral parts of LD's ongoing work, and the manpower involved cannot be separately identified. LD will review the staff establishment from time to time, and set the work priorities and deploy internal resources and manpower when necessary, so as to step up efforts in enforcement and inspections, publicity and promotion as well as education and training.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0735)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under Matters Requiring Special Attention in 2015-16 of Programme (4) Employees' Rights and Benefits that the Government will continue to support the Standard Working Hours (SWH) Committee's work in deepening public discussions and building consensus on working hours policy options suiting the circumstances of Hong Kong. Regarding the implementation of SWH, what are the work schedule and details for the coming year? What is the progress in implementing measures to promote work-life balance apart from SWH? Will the Government earmark additional provision and manpower resources to support the relevant measures in the coming year? If yes, what are the details? If no, what are the reasons?

Asked by: Hon CHAN Kin-por (Member Question No. 15)

Reply:

The two working groups under the SWH Committee already completed wide public consultation and a comprehensive working hours survey last year. With reference to the findings in these two exercises, the SWH Committee is exploring further the issue of working hours policy with a view to building consensus and identifying the way forward. The SWH Committee expects that a report will be submitted in the first quarter of next year to the Government for consideration as to whether there is a need to regulate working hours, and if so, the approaches to be adopted.

The Labour Department (LD) has been promoting family-friendly employment practices (FFEP) through various channels and a range of educational and promotional activities, so as to help employees achieve a better balance between work and family lives. In 2015-16, LD will enhance its publicity and education efforts in promoting FFEP by publishing a series of news supplements on successful experiences of enterprises in implementing FFEP, so as to promote flexible working arrangements such as work from home, job sharing and offer of part-time jobs. The series will be compiled into a casebook for wide distribution to related parties to encourage more employers to adopt FFEP. Furthermore, apart from the existing general guidelines on FFEP, LD will collaborate with employers and employees

in the catering industry to devise industry-based practical guidelines in implementing FFEP for reference by the employers of the catering industry, with a view to creating a family-friendly working environment. In 2015-16, the estimated expenditure for the above publicity activities is about \$835,000. LD will deploy resources to support the related promotional efforts as required.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0736)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under Matters Requiring Special Attention in 2015-16 of Programme (4) Employees' Rights and Benefits that the Government will draw up a code of practice (CoP) to tighten control on local employment agencies (EAs) engaged in the hiring of foreign domestic helpers (FDHs). In this connection, would the Government advise this Committee on the following:

- (a) How many complaints against EAs engaged in the hiring of FDHs were received by the Government in the past three years? What was the nature of the complaints? What were the follow-up measures taken by the Government?
- (b) How many FDHs' complaints against their employers were received by the Government in the past three years? What was the nature of the complaints? What were the follow-up measures taken by the Government?
- (c) What are the details of the Government's measures to tighten control on local EAs engaged in the hiring of FDHs in the coming year? What are the details of the estimated expenditure and staffing for the measures?

Asked by: Hon CHAN Kin-por (Member Question No. 16)

Reply:

The information sought is provided as follows:

- (a) In 2012, 2013 and 2014, the Labour Department (LD) received 77, 194 and 170 complaints respectively against EAs that provided intermediary service for FDHs. Most of the complaints involved overcharging of commission on FDHs and unlicensed operation of EAs. LD conducted investigation as soon as possible upon receipt of complaints and instituted prosecution where there was sufficient evidence. The Commissioner for Labour also revoked or refused to renew the licences of EAs convicted.

- (b) In 2012, 2013 and 2014, LD respectively handled 3 503, 3 186 and 1 913 claims involving FDHs. These claims involved disputes of various kinds such as termination of contract, non-payment of wages and non-grant of holiday. Upon receipt of the claims, LD will provide voluntary conciliation service to assist FDHs and their employers in resolving their disputes. If no settlement could be reached by the two parties, the claimants might seek adjudication at the Minor Employment Claims Adjudication Board or the Labour Tribunal, depending on the claim amount. Suspected non-compliance with the Employment Ordinance will be investigated and prosecution will be instituted against offending employers where there is sufficient evidence.

- (c) To strengthen the monitoring of EAs, the Government is planning to introduce a CoP for EAs and will consult stakeholders on the proposed CoP. As the above measures will be implemented by existing staff among their other duties, the manpower and expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0680)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Work Incentive Transport Subsidy (WITS) Scheme, would the Government provide the following information:

- (a) the respective number of individual-based applications and household-based applications since the implementation of the Scheme and, among which, the number of successful applications and its percentage share in the total number of applications (with a breakdown of the figures by the applicant's gender, age, household size, residential district, industry, monthly wage level and rate of subsidy granted);
- (b) the number of rejected applications since the implementation of the Scheme (with a breakdown by reason for rejection) and, among which, the respective number of individual-based applications and household-based applications; and
- (c) the publicity work planned and estimated expenditure for the promotion of the WITS Scheme in 2015-16?

Asked by: Hon CHAN Yuen-han (Member Question No. 11)

Reply:

The information sought is provided as follows:

- (a) As at end-February 2015, the WITS Scheme received 245 762 applications, including 87 723 individual-based applications and 158 039 household-based applications. The processing of 238 903 applications was completed. Of these, 210 265 applications involving a gross applicant count of 223 164 were granted the subsidy, representing 88% of the applications with processing completed. Breakdowns of the number of applicants who were granted the subsidy (gross applicant count) by gender, age, household size, residential district, industry, monthly wage and rate of subsidy granted are set out at Annex.

- (b) As at end-February 2015, 2 631 applications, including 673 individual-based applications and 1 958 household-based applications, were rejected for the following reasons:

Reason	No. of applications
Asset limit being exceeded	1 285
Income limit being exceeded	927
Insufficient supporting information	449
Travelling expenses not incurred in commuting to and from work	220
Applicant being a full-time student or trainee not in employment	118
Applicant not being lawfully employed and self-employed	94
Applicant working less than 36 hours per month	93
On-the-job transport allowance granted under the Transport Support Scheme	8

More than one reason may be applicable to the same application.

- (c) In 2015-16, the Labour Department (LD) will continue to organise publicity activities to promote the WITS Scheme. The estimated expenditure is \$1 million. The activities include: broadcasting television and radio Announcements in the Public Interest; distributing/displaying promotional leaflets and posters; advertising in newspapers and publications of target organisations; publicising in LD's job fairs, exhibitions and briefings for stakeholders; and displaying banners for outdoor publicity, etc.

Work Incentive Transport Subsidy Scheme

Number of applicants granted the subsidy (gross applicant count) as at end-February 2015
with breakdowns by gender, age, household size, residential district,
industry, monthly wage and rate of subsidy granted

Breakdown by gender

Gender	No. of applicants granted the subsidy (gross applicant count)
Male	103 304
Female	119 860
Total	223 164

Breakdown by age

Age	No. of applicants granted the subsidy (gross applicant count)
15 - below 20	1 912
20 - below 30	22 578
30 - below 40	40 358
40 - below 50	72 343
50 - below 60	60 287
60 or above	25 686
Total	223 164

Breakdown by household size

Household size	No. of applicants granted the subsidy (gross applicant count)
1 person or individual-based application*	84 066
2 persons	44 282
3 persons	44 787
4 persons	37 798
5 persons	9 140
6 persons or above	3 091
Total	223 164

* Individual-based applicants did not provide information about their household size.

Breakdown by residential district

District Council district	No. of applicants granted the subsidy (gross applicant count)
Central & Western	1 492
Eastern	7 708
Southern	3 985
Wan Chai	759
Kowloon City	9 328
Kwun Tong	31 464
Sham Shui Po	17 190
Wong Tai Sin	16 057
Yau Tsim Mong	4 776
Islands	5 292
Kwai Tsing	23 589
North	11 466
Sai Kung	8 297
Sha Tin	15 207
Tai Po	5 826
Tsuen Wan	5 798
Tuen Mun	25 314
Yuen Long	28 673
Outside Hong Kong	943
Total	223 164

Breakdown by industry

Industry	No. of applicants granted the subsidy (gross applicant count)
Manufacturing	13 069
Construction	8 164
Import/export trade, wholesale and retail	28 865
Accommodation and food services	36 429
Transportation, storage, postal and courier services, information and communications	19 122
Financing, insurance, real estate, professional and business services	81 023
Public administration, social and personal services	33 814
Others	2 678
Total	223 164

Breakdown by monthly wage

Average monthly wage	No. of applicants granted the subsidy (gross applicant count)
\$6,500 or below	72 119
Above \$6,500 - \$7,300	38 820
Above \$7,300 - \$7,700	20 137
Above \$7,700 - \$7,900	4 108
Above \$7,900	87 980
Total	223 164

Breakdown by rate of subsidy granted

Rate of subsidy granted	No. of applicants granted the subsidy (gross applicant count)
Full-rate subsidy	203 998
Half-rate subsidy	3 442
Full-rate and half-rate subsidy in different months	15 724
Total	223 164

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0681)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please provide the number of cases of confirmed occupational diseases in Hong Kong in the past three years (i.e. 2012-2014) (with a breakdown by year, industry, occupation, type and cause of diseases);
- (b) Will the Government draw up more effective precautionary measures in 2015-16 to reduce the risk of employees in various industries suffering from common occupational diseases? If yes, what are the details and the amount of provision earmarked? If no, what are the reasons?

Asked by: Hon CHAN Yuen-han (Member Question No. 12)

Reply:

The information sought is provided as follows:

- (a) In 2012, 2013 and 2014, there were respectively 280, 198 and 243 cases of confirmed occupational diseases in Hong Kong. The most common occupational diseases were tenosynovitis of the hand or forearm, tuberculosis in health care workers, occupational deafness and pneumoconiosis. Breakdowns of these diseases by year and industry/occupation/work process are provided below:

- (i) Tenosynovitis of the hand or forearm (by year, industry and occupation)

Industry	No. of cases		
	2012	2013	2014
Public administration, and social and personal services	37	20	29
Manufacturing	6	4	5
Accommodation and food services	5	7	13
Professional and business services	5	2	-
Import/export, wholesale and retail	4	2	6

Industry	No. of cases		
	2012	2013	2014
trades			
Transportation, storage, postal and courier services	3	2	3
Construction	3	1	1
Real estate	3	-	-
Information and communications	2	-	3
Financing and insurance	1	-	4
Total	69	38	64

Occupation	No. of cases		
	2012	2013	2014
Clerical support workers	21	7	15
Services and sales workers	18	10	16
Elementary occupations	16	11	15
Technicians and associate professionals	5	2	10
Craft and related trade workers	3	5	3
Professionals	3	3	5
Plant and machine operators and assemblers	3	-	-
Total	69	38	64

(ii) Tuberculosis in health care workers (by year, industry and occupation)

Cases of tuberculosis in health care workers are grouped under “Public administration, and social and personal services” industry. A breakdown by occupation is provided below:

Occupation	No. of cases		
	2012	2013	2014
Professionals	11	3	4
Services and sales workers	2	1	1
Technicians and associate professionals	1	3	1
Elementary occupations	1	-	1
Total	15	7	7

(iii) Occupational deafness*

Work process	No. of cases		
	2012	2013	2014
Rock grinding, chiseling, cutting or percussion	43	28	38
Metal grinding	27	16	14
Working near internal combustion engines, turbines, pressurised fuel burners or jet engines	21	13	13

Work process	No. of cases		
	2012	2013	2014
Working near car body repair, or of making metal articles by manual hammering	2	-	1
Abrasive blasting operation	2	2	1
Metal percussion	2	1	-
Pile driving	2	-	3
Using routing, planing, circular sawing machines or automatic lathes	-	3	1
High speed web-fed offset printing	-	1	1
Weaving or spinning	-	1	5
Plastic materials granulation	-	-	1
Total	99	65	78

* The Labour Department (LD) does not keep a breakdown by industry and occupation.

(iv) Pneumoconiosis[#]

In 2012, 2013 and 2014, there were 59, 70 and 84 cases respectively. A breakdown by industry for 2014 is not yet available, while that for 2012 and 2013 is provided below:

Industry	No. of cases	
	2012	2013
Construction and quarry and others	32	38
Construction	19	23
Ship manufacturing/sailing	2	1
Machine repairing/metal works	1	2
Jade/gem stone polishing	1	1
Construction and quarry	-	1
Others	4	4
Total	59	70

[#] LD does not keep a breakdown by occupation.

- (b) LD has been promoting the awareness of the prevention of occupational and work-related diseases through health talks and seminars, educational publications, television and radio broadcasts, feature articles in newspapers, promotional visits to workplaces, and educational videos on mobile advertising media. In 2015-16, LD will continue to promote the preventive measures against musculoskeletal diseases among office personnel, catering workers, transport workers and retail workers, and the prevention of pneumoconiosis and occupational deafness in collaboration with the Occupational Safety and Health Council, Pneumoconiosis Compensation Fund Board and Occupational Deafness Compensation Board. LD will also continue to promote healthy lifestyle among professional drivers and construction site workers through various activities including group counselling by professional exercise trainers and dietitians. These promotional activities are part of LD's occupational safety and

health programme, and the expenditure and manpower involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0682)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

In the past three years (i.e. 2012-14), how many complaints and reported cases in respect of illegal employment were received by the Government? Has the Labour Department (LD) drawn up any new plans for 2015-16 to prevent the problem of illegal employment from worsening so as to further safeguard the job opportunities of local workers? If yes, what are the details and expenditure involved? If no, what are the reasons?

Asked by: Hon CHAN Yuen-han (Member Question No. 14)

Reply:

The information sought is provided as follows:

In 2012, 2013 and 2014, the numbers of complaints and reported cases in respect of illegal employment received by LD were 225, 260 and 273 respectively.

In 2015-16, LD will continue to mount intelligence-based joint operations with the Police and the Immigration Department to raid establishments suspected to have been involved in illegal employment. LD will also launch territory-wide publicity activities through various channels to enhance public awareness of the serious consequences of employing illegal workers and encourage the reporting of suspected offences.

Combating illegal employment is part of the duties of labour inspectors who are also responsible for the enforcement of various labour laws, and therefore the staff cost on combating illegal employment cannot be separately identified. LD has earmarked \$190,000 as expenditure for publicity against illegal employment in 2015-16.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0707)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

How will the Government promote elderly-friendly work environment in 2015-16? What are the specific work plans as well as the estimated expenditure and manpower involved?

Asked by: Hon CHAN Yuen-han (Member Question No. 10)

Reply:

The Labour Department (LD) will promote a friendly working environment for mature persons through various publicity channels and a range of educational and promotional activities with a view to encouraging mature persons to stay in or return to the employment market. These activities include: staging roving exhibitions in various districts throughout the territory to introduce to the public friendly employment practices for mature persons; publishing a series of news supplements on enterprises to share their successful experiences in actively engaging mature persons for the purpose of easing employers' concerns over employing mature persons; issuing widely distributed publications on the benefits of the relevant practices to both employers and employees; broadcasting Announcements in the Public Interest to enhance public awareness of friendly treatment of mature persons in employment; and publicising relevant messages through the employers' network of nine industry-based Tripartite Committees and 18 Human Resources Managers' Clubs covering various trades and industries to encourage employers to adopt friendly employment practices for mature persons at workplaces, having regard to the individual circumstances of their enterprises.

In 2015-16, the estimated expenditure for promoting friendly employment practices for mature persons is about \$400,000. As the promotional work will be absorbed by staff of relevant divisions in LD, the manpower and staff cost involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)009****(Question Serial No. 2075)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Would the Government advise on the annual expenditure and staff establishment of the Selective Placement Division (SPD), and the number of placements secured for job seekers with disabilities by the division in each of the past five years.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 74)Reply:

The annual expenditure and staff establishment of SPD of the Labour Department, and the number of placements secured for job seekers with disabilities by SPD in each of the past five years are set out below:

Annual expenditure

Year	Actual expenditure
2009-10	\$20.95 million
2010-11	\$24.26 million
2011-12	\$27.84 million
2012-13	\$29.29 million
2013-14	\$32.51 million

Staff establishment

Grade	Number of staff				
	2009-10*	2010-11*	2011-12*	2012-13*	2013-14*
Labour Officer Grade staff	22	22	25	25	26
Clerical Grade staff	10	10	10	10	10
Non-civil service contract staff	4	2	3	2	4
Total	36	34	38	37	40

Note:

*: As at the last month of the respective year.

Number of placements secured for job seekers with disabilities

Year	2010	2011	2012	2013	2014
Number of placements	2 405	2 403	2 512	2 461	2 464

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3019)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Work Incentive Transport Subsidy (WITS) Scheme, would the Government advise this Committee on:

- (a) The annual establishment of civil service posts and non-civil service contract (NCSC) positions (post/rank, number of staff, average salary expenses for each staff member) and staff wastage rate of the WITS Division of the Labour Department (LD), as well as the expenditure in each of the past three years;
- (b) The actual expenditure of the past three years and the estimated expenditure of the coming year (subsidy payment, staff cost, operating expenses, accommodation and related expenditure, publicity and promotion, contingency) on LD's WITS Scheme;
- (c) The number of applications, new applications, re-applications, applications withdrawn and rejected as well as the number of applicants under the WITS Scheme by individual-based application and household-based application in the past year;
- (d) *In its reply* (Question Serial No. 5664) *to this Committee last year*, the Government indicated that "LD will commence in October 2014 a comprehensive review of the Scheme, including its objectives, eligibility criteria, modus operandi and effectiveness. The review is expected to be completed by the first quarter of 2015." In this connection, please provide details of the review findings on the above aspects.

Asked by: Hon CHEUNG Kwok-che (Member Question No. 36)

Reply:

The information sought is provided as follows:

- (a) The annual establishment (including civil service posts and NCSC positions) of the WITS Division of LD from 2012-13 to 2014-15 is as follows:

	2012-13	2013-14	2014-15
Civil service posts			
Chief Executive Officer	2	2	2
Senior Executive Officer	7	7	7
Executive Officer I	7	7	7
Executive Officer II	13	13	13
Senior Treasury Accountant	1	1	1
Accounting Officer II	1	1	1
Systems Manager	1	1	1
Analyst/Programmer I	1	1	1
Analyst/Programmer II	1	1	1
Clerical Officer	41	41	41
Assistant Clerical Officer	117	117	117
Workman II	6	6	6
Sub-total	198	198	198
NCSC positions			
Executive Assistant	9	12	12
Senior Clerk	9	15	15
General Clerk	82	103	103
Sub-total	100	130	130
Total	298	328	328

The respective expenditure incurred in the above years is set out in part (b) of this reply. The actual strength of the WITS Division varies having regard to the caseload and overall manpower arrangement and deployment of LD. LD does not keep statistics on the average salary expenses for each staff member and staff wastage rate of the WITS Division.

- (b) A breakdown of the actual expenditure incurred for the WITS Scheme from 2012-13 to 2013-14, revised estimate for 2014-15 and estimated expenditure for 2015-16 is provided below:

Item	Amount (\$million)			
	2012-13	2013-14	2014-15 (revised estimate)	2015-16 (estimate)
Subsidy payment	203.7	321.6	357.0	364.0
Staff cost	57.6	64.7	79.9	83.9
Operating expenses	4.8	8.1	6.9	7.3
Accommodation and related expenditure	0.1	9.3	13.5	13.6
Publicity and promotion	1.6	2.7	1.0	1.0
Total*	267.8	406.4	458.3	469.8

* A separate contingency item is not required in the expenditure and estimates.

- (c) A breakdown of the numbers of applications, new applications, re-applications, applications withdrawn and rejected, as well as the numbers of applicants (gross applicant count) under the WITS Scheme in 2014 by individual-based application and household-based application is as follows:

		Application received			Application withdrawn	Application rejected
		New application	Re-application	Total		
Individual-based application	No. of applications/ No. of applicants (gross applicant count)	17 485	34 318	51 803	5 185	346
	No. of applications	6 913	26 262	33 175	1 866	123
Household-based application	No. of applicants (gross applicant count)	7 284	29 375	36 659	2 009	192

- (d) A comprehensive review of the WITS Scheme is underway and the findings are not yet available.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3021)

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Employment and Training Programme (YETP) provided by the Labour Department (LD), would the Government advise this Committee on the following:

- (a) The number of case managers of each service provider in the past five years, the average number of cases handled by each of them and the total number of cases handled;
- (b) A breakdown of the enrolment in the past five years by age and educational attainment;

Items	2009/10 Programme year	2010/11 Programme year	2011/12 Programme year	2012/13 Programme year	2013/14 Programme year
(i) Enrolment					
(ii) Age distribution					
Below 18					
18- below 21					
21- below 25					
(iii) Educational attainment of trainees					
Below Secondary 3					
Secondary 3					
Secondary 4-5					
Secondary 6-7					
Associate degree					
Diploma					
Others (i.e. secondary school education or equivalent attained in other places)					

- (c) The respective number of cases in which the trainees entered the fourth stage of further study, employment, used the extended case management service and joined YETP again in each of the past five years;
- (d) The respective amount of training allowance granted to employers, course and examination fees reimbursed to trainees, case management service fees and pre-employment training course fees granted to training bodies, as well as training allowance granted to trainees in each of the past five years;
- (e) According to the Government's reply to this Committee last year (Question Serial No. 2077), "the results of the surveys conducted for trainees of the 2009/10, 2010/11, 2011/12 and 2012/13 Programmes showed that 70.6%, 75.5%, 72.2% and 74.8% of the respective sampled trainees were in employment at the time of the respective surveys". In this connection, would the Government advise on the average monthly wages of the trainees who were in employment in the past five years?
- (f) The service target of the Employees Retraining Board (ERB) was extended to all eligible local employees aged 15 or above with education attainment at sub-degree level or below, which overlaps with the target and training elements of YETP, has the Government considered switching the department responsible for YETP from LD to ERB? If yes, what are the details of the plan? If no, what are the reasons?

Asked by: Hon CHEUNG Kwok-che (Member Question No. 38)

Reply:

The information sought is provided as follows:

- (a) YETP operates on the basis of programme year, running from September each year to August of the following year. The number of case managers of the service providers in the past five programme years is provided as follows:

	2009/10 Programme year	2010/11 Programme year	2011/12 Programme year	2012/13 Programme year	2013/14 Programme year
No. of case managers	528	501	433	393	292

YETP trainees are enrolled on a year-round basis (i.e. they can participate in YETP any time within a programme year) and allowed to prematurely terminate the 12 months' case management services according to their personal needs after joining YETP. Therefore, the number of cases handled by each case manager each year varies throughout the same programme year. LD is unable to provide the average number of cases handled by each case manager each year and the total number of cases handled. However, to ensure that trainees are provided with appropriate support services under YETP, LD has required each case manager to provide case management services to not more than 80 trainees at the same time.

- (b) A breakdown of the enrolment in the past five programme years by age and educational attainment of trainees is provided as follows:

Items	2009/10 Programme year	2010/11 Programme year	2011/12 Programme year	2012/13 Programme year	2013/14 Programme year
1. Enrolment	15 543	11 922	9 434	8 095	7 753
2. Age distribution					
- Below 18	3 499	2 552	1 973	1 463	1 097
- 18 - below 21	6 574	5 168	4 286	3 603	3 497
- 21 - below 25	5 470	4 202	3 175	3 029	3 159
3. Educational attainment					
- Below Secondary 3	1 174	892	743	573	390
- Secondary 3	1 928	1 368	1 141	900	783
- Secondary 4-5	9 024	7 007	4 327	3 174	2 352
- Secondary 6-7	753	780	1 803	2 076	2 757
- Associate degree	229	167	163	227	270
- Diploma	2 040	1 401	921	899	914
- Others (i.e. secondary school education or equivalent attained in other places)	395	307	336	246	287

- (c) LD only keeps the number of YETP trainees receiving extended case management services in each programme year. The figures are provided as follows:

	2009/10 Programme year	2010/11 Programme year	2011/12 Programme year	2012/13 Programme year	2013/14 Programme year
No. of trainees receiving extended case management services	N/A*	1 303	706	544	530

- * Starting from September 2009, YETP trainees are provided with 12 months' case management services and those who have found work are also provided with 12 months' extended case management services. As such, trainees who joined YETP in 2009/10 only received extended case management services in 2010/11.

- (d) On-the-job training allowance granted to employers, course and examination fees and pre-employment training allowance granted to trainees, and case management service fees and pre-employment training course fees granted to service providers in the past five financial years (i.e. from 2009-10 to 2013-14) are provided as follows:

	2009-10 Financial year	2010-11 Financial year	2011-12 Financial year	2012-13 Financial year	2013-14 Financial year
On-the-job training allowance granted to employers	\$32.4 million	\$40.6 million	\$38.9 million	\$30.4 million	\$31.4 million
Course and examination fees and pre-employment	\$2.8 million	\$3.3 million	\$2.6 million	\$1.5 million	\$1 million

	2009-10 Financial year	2010-11 Financial year	2011-12 Financial year	2012-13 Financial year	2013-14 Financial year
training allowance granted to trainees					
Case management service fees and pre-employment training course fees granted to service providers	\$38.6 million	\$36.9 million	\$23.4 million	\$21 million	\$19.6 million

- (e) LD did not obtain information on the average wages of trainees in the trainee development survey. The average wages of trainees placed into on-the-job training vacancies is provided as follows:

	2009/10 Programme year	2010/11 Programme year	2011/12 Programme year	2012/13 Programme year	2013/14 Programme year
Average wages	\$5,747	\$6,410	\$7,047	\$7,457	\$8,048

- (f) ERB provides training courses and services to eligible employees aged 15 or above with educational attainment at sub-degree level or below, including the provision of dedicated placement-tied training courses to young people. These dedicated training courses for young people aim to rekindle trainees' desire to learn and pursue further studies, and assist young people who aspire to seek jobs in receiving relevant vocational skills training and acquiring recognised qualifications. The duration of these dedicated training courses ranges from about ten weeks to three months. Young people may enrol in appropriate courses according to their personal interests and needs. Eligible trainees may apply for retraining allowance at a rate of \$30 per day. Trainees who have completed the courses will receive 6 months' placement follow-up and support services.

In contrast to ERB's training courses dedicated for young people, YETP, as implemented by LD, provides a "through-train" programme of 12 months' employment support services for young school leavers aged 15 to 24 with educational attainment at sub-degree level or below. The programme covers pre-employment training ranging from 48 to 120 hours (covering job search and interpersonal skills, discipline and motivation, computer application and introductory courses on job-specific skills), one month's workplace attachment, on-the-job training for six to 12 months, reimbursement of course and examination fees, and customised career guidance and employment support services provided by case managers who are professional social workers, so as to enhance the employability and employment opportunities of the young people. The customised career guidance may be extended by another 12 months for trainees who have found work. To encourage employers to employ young people, LD provides employers who engage trainees in on-the-job training with a maximum allowance of \$3,000 per month for six to 12 months for each trainee engaged. Enrolment of YETP is on a year-round basis and therefore allows greater flexibility in enrolment.

After years of planning, co-ordination and reviews, YETP and ERB's dedicated training courses for young people have developed their own operation models, target groups and duration of training, thereby optimising their own specialties to cater for the needs of young people with different backgrounds, educational attainments and abilities. Coupled with timely collaboration, the services that YETP and ERB provide are complementary to each other. LD has no plan to hand over YETP to ERB.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)012

(Question Serial No. 0036)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out in table form the number of job openings registered with the Recruitment Centre for the Catering Industry (the Catering Centre) and the Recruitment Centre for the Retail Industry (the Retail Centre) in each of the past three years (i.e. 2012, 2013 and 2014). Please provide a breakdown by industry and job title.

Asked by: Hon CHEUNG Yu-yan, Tommy (Member Question No. 37)

Reply:

The numbers of vacancies received by the Catering Centre and the Retail Centre for organising job fairs in the past three years are provided below:

Year	The Catering Centre	The Retail Centre
2012	78 815	67 240
2013	80 736	81 888
2014	72 016	87 514

A breakdown of the vacancies received by the Catering Centre by job title is provided below:

Job Title	No. of Vacancies					
	2012		2013		2014	
	No.	%	No.	%	No.	%
Waiter/Waitress	20 366	25.8%	21 352	26.4%	18 421	25.6%
Shop Sales/Assistant	11 176	14.2%	9 751	12.1%	11 285	15.7%
Cook	13 241	16.8%	11 925	14.8%	10 672	14.8%
Kitchen Helper	7 653	9.7%	8 387	10.4%	7 050	9.8%
Cleaner	5 517	7.0%	5 813	7.2%	4 896	6.8%
Branch Manager/Shop Supervisor	3 350	4.3%	3 218	4.0%	4 757	6.6%

Job Title	No. of Vacancies					
	2012		2013		2014	
	No.	%	No.	%	No.	%
Bartender	3 042	3.9%	3 238	4.0%	3 192	4.4%
Captain	1 300	1.7%	1 172	1.5%	1 286	1.8%
Dish Washer	2 451	3.1%	2 155	2.7%	1 262	1.8%
Others	10 719	13.6%	13 725	17.0%	9 195	12.8%
Total	78 815	100%	80 736	100%	72 016	100%

A breakdown of the vacancies received by the Retail Centre by job title is provided below:

Job Title	No. of Vacancies					
	2012		2013		2014	
	No.	%	No.	%	No.	%
Shop Sales/Assistant	37 385	55.6%	51 262	62.6%	57 484	65.7%
Storekeeper/Stock Keeper	4 303	6.4%	5 650	6.9%	6 856	7.8%
Cashier	5 850	8.7%	5 323	6.5%	5 791	6.6%
Branch Manager/Shop Supervisor	2 690	4.0%	2 866	3.5%	3 750	4.3%
Customer Service Clerk	3 564	5.3%	3 194	3.9%	3 076	3.5%
Promoter	1 950	2.9%	2 129	2.6%	1 789	2.0%
Beautician	1 681	2.5%	2 211	2.7%	1 739	2.0%
Sales Representative	2 219	3.3%	1 720	2.1%	1 311	1.5%
Packer	1 008	1.5%	491	0.6%	485	0.6%
Others	6 590	9.8%	7 042	8.6%	5 233	6.0%
Total	67 240	100%	81 888	100%	87 514	100%

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0037)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out in table form the number of imported workers applied for under the Supplementary Labour Scheme (SLS) and the success rate, by industry and job title, in each of the past three years (i.e. 2012, 2013 and 2014).

Asked by: Hon CHEUNG Yu-yan, Tommy (Member Question No. 38)

Reply:

In 2012, 2013 and 2014, employers applied to import 5 922, 4 110 and 6 613 workers respectively under SLS. The corresponding numbers of imported workers approved were 1 942, 1 847 and 2 722, representing respectively 32.8%, 44.9% and 41.2% of the number of imported workers applied for in these three years.

Breakdowns of the number of imported workers applied for and approved in 2012, 2013 and 2014 by industry and job title are at Annexes 1 to 4.

**Number of imported workers applied for and approved
under SLS in 2012, 2013 and 2014:
with breakdown by industry**

Industry	Number of imported workers applied for*			Number of imported workers approved*		
	2012	2013	2014	2012	2013	2014
1. Agriculture and Fishing	496	688	656	507	414	563
2. Manufacturing	373	296	411	140	76	187
3. Construction	2 776	320	2 716	284	566	342
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	302	666	283	84	76	158
5. Transport, Storage and Communications	127	178	32	0	2	4
6. Financing, Insurance, Real Estate and Business Services	414	663	400	6	8	23
7. Community, Social and Personal Services	1 434	1 299	2 115	921	705	1 445
Total	5 922	4 110	6 613	1 942	1 847	2 722

* For applications received towards year-end, the approvals may take place in the following year. This explains why in some cases the number of imported workers approved is more than that applied for.

**Number of imported workers applied for and approved
under SLS in 2012:
with breakdown by job title**

Job title	Number of imported workers applied for*	Number of imported workers approved*
1. Care Worker (Elderly Service)	1 233	864
2. Livestock/Poultry/Fish/Crop Farm Worker	379	428
3. Cellular Steel Special Piling Barge Operator	180	109
4. Cook	135	45
5. Underwater Stone Column Piling Barge Operator	120	73
6. Gardening Worker	107	87
7. Underwater Band Drain Special Barge Operator	100	29
8. Welder	83	1
9. High Voltage Overhead Transmission Lines Technician	70	55
10. Others	3 515	251
Total	5 922	1 942

* For applications received towards year-end, the approvals may take place in the following year. This explains why in some cases the number of imported workers approved is more than that applied for.

**Number of imported workers applied for and approved
under SLS in 2013:
with breakdown by job title**

Job title	Number of imported workers applied for	Number of imported workers approved
1. Care Worker (Elderly Service)	1 069	651
2. Livestock/Poultry/Fish/Crop Farm Worker	495	336
3. Cook	301	32
4. Gardening Worker	134	68
5. Machine Operator	113	13
6. Care Worker (Disabled Service)	82	33
7. Bean Curd/Soya Bean/Bean Sprout Processing Worker	81	15
8. Fitter/Mechanical Fitter	58	20
9. Quality Controller/Inspector/Control Supervisor	52	28
10. Others	1 725	651
Total	4 110	1 847

**Number of imported workers applied for and approved
under SLS in 2014:
with breakdown by job title**

Job title	Number of imported workers applied for*	Number of imported workers approved*
1. Care Worker (Elderly Service)	1 885	1 377
2. Livestock/Poultry/Fish/Crop Farm Worker	475	439
3. Gardening Worker	146	127
4. Cook	146	90
5. Tunnel Worker	94	86
6. Machine Operator	87	41
7. Trackworker	75	53
8. High Voltage Overhead Transmission Lines Technician	55	55
9. Bean Curd/Soya Bean/Bean Sprout Processing Worker	26	44
10. Others	3 624	410
Total	6 613	2 722

* For applications received towards year-end, the approvals may take place in the following year. This explains why in some cases the number of imported workers approved is more than that applied for.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0038)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding accidents in the catering industry, please provide a breakdown, by type of accidents and percentage share among all catering accidents, the number of injuries/death and the amount of compensation claimed for work injuries in the past three years (i.e. 2012-2014).

Asked by: Hon CHEUNG Yu-yan, Tommy (Member Question No. 39)

Reply:

In 2012, 2013 and the first three quarters of 2014, the number of industrial accidents in the food and beverage services was 6 216, 5 740 and 4 203 respectively. A breakdown by type of accidents and percentage share among all industrial accidents in the food and beverage services is provided at Annex.

The amount of employees' compensation for work injuries payable in 2012, 2013 and 2014 in the food and beverage services was \$99.6 million, \$99.0 million and \$103.6 million respectively.

**Industrial Accidents in Food and Beverage Services in 2012, 2013 and
the First Three Quarters of 2014 - by Type of Accidents**

Type of Accidents	2012		2013		First three quarters of 2014		Total number of accidents	Share of total number of accidents
	Number of accidents	Share of total number of accidents	Number of accidents	Share of total number of accidents	Number of accidents	Share of total number of accidents		
Contact with hot surface or substance	1 430	23.0%	1 269	22.1%	929	22.1%	3 628	22.5%
Injured by hand tool	1 400	22.5%	1 251	21.8%	880	20.9%	3 531	21.9%
Slip, trip or fall on same level	1 105	17.8%	1 026	17.9%	818	19.5%	2 949	18.2%
Injured whilst lifting or carrying	924	14.9%	880	15.3%	647	15.4%	2 451	15.2%
Striking against fixed or stationary object	680	10.9%	638	11.1%	405	9.6%	1 723	10.7%
Striking against or struck by moving object	326	5.2%	327	5.7%	238	5.7%	891	5.5%
Others	351(1)	5.7%	349	6.1%	286	6.8%	986(1)	6.0%
TOTAL	6 216(1)	100.0%	5 740	100.0%	4 203	100.0%	16 159(1)	100.0%

Notes:

1. Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first three quarters of 2014. The industrial accident statistics of the full year of 2014 will be released in April 2015.
2. The figure in bracket denotes a fatal accident involving the fall of an electrician while repairing an air-conditioning plant on the roof of a catering establishment. This has also been included in the number of accidents.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)015****(Question Serial No. 0048)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please set out in a table, by the amount of payment and number of applications per year, the top three industries that accounted for the largest number of applications for payment under the Protection of Wages on Insolvency Fund (PWIF) in the past three years (i.e. 2012, 2013 and 2014). What was the financial position of PWIF in the past three years (i.e. 2012-13, 2013-14 and 2014-15) respectively and the estimated financial position in 2015-16?

Asked by: Hon CHEUNG Yu-yan, Tommy (Member Question No. 36)Reply:

The three industries that accounted for the largest amount of payment made by PWIF in the past three years are provided below:

Year	Industry	Amount of payment (\$million)
2012	Food and beverage service activities	14.4
	Import and export trade	12.7
	Construction	6.7
2013	Import and export trade	11.5
	Construction	5.9
	Food and beverage service activities	4.2
2014	Import and export trade	12.0
	Food and beverage service activities	8.3
	Construction	6.7

The three industries that accounted for the largest number of applications to PWIF in the past three years are provided below:

Year	Industry	Number of applications
2012	Food and beverage service activities	945
	Construction	448
	Import and export trade	427
2013	Construction	356
	Food and beverage service activities	271
	Import and export trade	245
2014	Food and beverage service activities	473
	Import and export trade	396
	Construction	394

The financial position of PWIF in the past three years is provided below:

Year	Income (\$million)	Expenditure (\$million)	Surplus (\$million)
2012-13	618.1	81.6	536.5
2013-14	494.8	68.9	425.9
2014-15 (up to January 2015)	353.8	71.4	282.4
2015-16 Estimates	411.5	119.4	292.1

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0614)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please provide a breakdown of the number of applications to the Protection of Wages on Insolvency Fund (PWIF) by the time required to effect payment from 2010-11 to 2014-15.
- (b) Please provide a breakdown by industry of the number of applications to PWIF, the total amount claimed and the average amount of ex gratia payment made per application from 2010-11 to 2014-15.
- (c) Please provide the financial position of PWIF in the past five years (i.e. 2010-11 to 2014-15) and the estimated financial position in 2015-16.
- (d) What measures does the Government take to simplify the procedures of verifying applications for PWIF to shorten the time required to effect ex gratia payment?

Asked by: Hon CHIANG Lai-wan (Member Question No. 1)

Reply:

The information sought is provided as follows:

- (a) A breakdown of successful applications by the time required to effect payment from 2010 to 2014 is provided below*:

Payment Time	No. of Successful Applications				
	2010	2011	2012	2013	2014
4 weeks or less	3 844	3 741	2 767	1 773	2 108
More than 4 weeks to 6 weeks	345	106	105	79	77
More than 6 weeks to 8 weeks	98	38	15	3	1
More than 8 weeks to 10 weeks	72	1	0	0	0
Total	4 359	3 886	2 887	1 855	2 186

* The Labour Department (LD) does not keep a breakdown of the time required to effect payment by financial year.

(b) A breakdown of applications received and the amount claimed by industry from 2010-11 to 2014-15 is provided below:

Year	Industry	No. of applications	Amount (\$ million)
2010-11	Food and beverage service activities	1 117	24.0
	Construction	664	20.4
	Other personal service activities	543	11.1
	Import and export trade	391	37.5
	Sports and other entertainment activities	191	8.0
	Manufacture of textiles	141	19.1
	Others	863	50.8
	Total	3 910	170.9
2011-12	Food and beverage service activities	1 064	19.7
	Construction	537	15.3
	Retail trade	460	25.9
	Import and export trade	399	37.7
	Manufacture of food products	166	2.7
	Manufacture of wearing apparel	156	23.2
	Others	1 032	96.9
	Total	3 814	221.4
2012-13	Food and beverage service activities	671	15.7
	Import and export trade	411	44.0
	Construction	409	13.3
	Retail trade	143	9.4
	Manufacture of textiles	125	13.1
	Other manufacturing	117	12.9
	Others	563	33.1
	Total	2 439	141.5
2013-14	Construction	404	14.1
	Food and beverage service activities	311	8.5
	Import and export trade	286	29.7
	Land transport	186	16.4
	Travel agency, reservation service and related activities	176	5.8
	Other personal service activities	169	4.8
	Others	647	62.0
	Total	2 179	141.3
2014-15 (up to February)	Food and beverage service activities	604	20.3
	Import and export trade	337	40.3
	Construction	301	9.4

Year	Industry	No. of applications	Amount (\$ million)
2015) 2014-15 (up to February 2015)	Retail trade	97	4.9
	Creative and performing arts activities	85	0.4
	Education	83	5.0
	Others	777	106.3
	Total	2 284	186.6

The average amount of ex gratia payment made per approved application is provided below*:

	2010-11	2011-12	2012-13	2013-14	2014-15 (up to February 2015)
Amount	\$21,636	\$19,524	\$23,420	\$26,903	\$26,794

* LD does not keep a breakdown by industry.

- (c) The financial position of PWIF from 2010-11 to 2014-15 and the estimated financial position in 2015-16 are provided below:

Year	Income (\$ million)	Expenditure (\$ million)	Surplus (\$ million)
2010-11	537.7	108.1	429.6
2011-12	573.8	88.4	485.4
2012-13	618.1	81.6	536.5
2013-14	494.8	68.9	425.9
2014-15 (up to January 2015)	353.8	71.4	282.4
2015-16 estimates	411.5	119.4	292.1

- (d) LD simplifies the procedures of verifying applications for PWIF by taking various measures, including dispensing with the requirement for PWIF applicants to attend interviews at the Wage Security Division of LD under normal circumstances, thereby saving their time; devising a set of guidance notes and document list to facilitate applicants to submit necessary information and documents; and obviating the need for referral to the Legal Aid Department (LAD) for specific categories of insolvency cases, viz cases where winding-up/bankruptcy orders have been issued, winding-up/bankruptcy petitions have been made and the employer concerned employed less than 20 employees and is under voluntary liquidation. In addition, LD has established linkage to the on-line computer system of LAD so as to follow up more closely the progress of individual cases under winding-up/bankruptcy petitions.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0615)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Programme has mentioned "supporting the Standard Working Hours (SWH) Committee's work in deepening public discussions and building consensus on working hours policy options suiting the circumstances of Hong Kong." Please advise on the work progress of the SWH Committee, the expenditure involved and staff establishment.

Asked by: Hon CHIANG Lai-wan (Member Question No. 2)

Reply:

The two working groups under the SWH Committee completed wide public consultation and a comprehensive working hours survey last year. With reference to the findings in these two exercises, the SWH Committee is exploring further the issue of working hours policy with a view to building consensus and identifying the way forward.

In 2015-16, the estimated expenditure of the Labour Department (LD) for supporting the SWH Committee and the related work is \$8.27 million (excluding staff cost). LD has created a total of 16 time-limited posts, comprising 13 Labour Officer Grade posts and three general grade posts, to serve the SWH Committee and carry out the related work.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0616)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding occupational accidents in the construction industry, please provide a breakdown of injury and fatal cases in the construction industry by type of accidents and their percentage share among all construction accidents, as well as the accident rate per 1 000 workers in the past three years (i.e. 2012-13, 2013-14 and 2014-15).

Asked by: Hon CHIANG Lai-wan (Member Question No. 3)

Reply:

In 2012, 2013 and the first three quarters of 2014, there were respectively 3 160, 3 232 and 2 571 industrial accidents in the construction industry. The corresponding accident rates per 1 000 workers were 44.3, 40.8 and 42.0. A breakdown by type of accidents is set out at Annex.

Industrial Accidents in Construction Industry in 2012, 2013 and the First Three Quarters of 2014 by Type of Accidents

Type of Accidents	2012		2013		First Three Quarters of 2014		Total number of construction accidents	Share of total number of construction accidents
	Number of construction accidents	Share of total number of construction accidents	Number of construction accidents	Share of total number of construction accidents	Number of construction accidents	Share of total number of construction accidents		
Trapped in or between objects	114 (1)	3.6%	133	4.1%	144 (1)	5.6%	391 (2)	4.4%
Injured whilst lifting or carrying	519	16.4%	488	15.1%	326	12.7%	1 333	14.9%
Slip, trip or fall on same level	719	22.8%	779	24.1%	640	24.9%	2 138	23.9%
Fall of person from height	423 (12)	13.4%	431 (15)	13.3%	264 (5)	10.3%	1 118 (32)	12.5%
Striking against fixed or stationary object	293 (1)	9.3%	304	9.4%	294	11.4%	891 (1)	9.9%
Striking against or struck by moving object	548 (2)	17.3%	602 (2)	18.6%	473 (2)	18.4%	1 623 (6)	18.1%
Stepping on object	18	0.6%	6	0.2%	8	0.3%	32	0.4%
Exposure to or contact with harmful substance	20	0.6%	15	0.5%	20	0.8%	55	0.6%
Contact with electricity or electric discharge	17 (7)	0.5%	10	0.3%	11 (2)	0.4%	38 (9)	0.4%
Trapped by collapsing or overturning object	6	0.2%	5	0.2%	1	0.04%	12	0.1%
Struck by falling object	56	1.8%	49 (2)	1.5%	38 (4)	1.5%	143 (6)	1.6%
Struck by moving vehicle	12	0.4%	17 (1)	0.5%	16	0.6%	45 (1)	0.5%
Contact with moving machinery or object being machined	234	7.4%	216	6.7%	173	6.7%	623	7.0%
Drowning	-	0%	1 (1)	0.03%	-	0%	1 (1)	0.01%
Exposure to fire	7	0.2%	4	0.1%	3 (1)	0.1%	14 (1)	0.2%
Exposure to explosion	4	0.1%	6	0.2%	1	0.04%	11	0.1%
Injured by hand tool	95	3.0%	97	3.0%	80	3.1%	272	3.0%
Injured by fall of ground	4 (1)	0.1%	2 (1)	0.1%	-	0%	6 (2)	0.1%
Asphyxiation	-	0%	-	0%	1 (1)	0.04%	1 (1)	0.01%
Contact with hot surface or substance	22	0.7%	12	0.4%	18	0.7%	52	0.6%
Injured by animal	-	0%	-	0%	1	0.04%	1	0.01%
Others	49	1.6%	55	1.7%	59	2.3%	163	1.8%
TOTAL	3 160 (24)	100.0%	3 232 (22)	100.0%	2 571 (16)^d	100.0%	8 963 (62)^e	100.0%

- Notes: (a) Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first three quarters of 2014. The industrial accident statistics of the full year of 2014 will be released in April 2015.
- (b) Figures in brackets denote the number of industrial fatalities which has also been included in the number of accidents.
- (c) Percentages cannot be added up to 100% due to rounding of figures.
- (d) The total number of industrial fatalities in 2014 is 20.
- (e) The total number of industrial fatalities from 2012 to 2014 is 66.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0617)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) operates two Youth Employment Resource Centres (YERCs) in the name of Youth Employment Start (Y.E.S.) which targets to provide personalised advisory and support services on employment and self-employment to young people aged 15 to 29. In this connection, would the Government advise this Committee on the following:

- (a) Please provide a breakdown of the estimated expenditure and details of staff establishment of the two YERCs in 2015-16.
- (b) Does the Government stipulate any criteria for evaluating and assessing the effectiveness of YERCs? If yes, what is their effectiveness? If no, what are the reasons?
- (c) Does the Government consider setting up more YERCs to strengthen the training for young people, enhance their employability and provide one-stop employment advisory service?

Asked by: Hon CHIANG Lai-wan (Member Question No. 4)

Reply:

The information sought is provided as follows:

- (a) In 2015-16, the estimated expenditure (excluding staff cost) for operating the two YERCs is about \$18.7 million. At present, the two YERCs are managed by 12 LD staff. Another 18 staff are provided by a non-governmental organisation engaged under a service contract to operate the services.
- (b) In 2014, a total of 74 288 young people benefited from the services provided by the two YERCs, including career assessment and guidance, professional counselling, self-employment support, training on vocational skills and workshops on job search

techniques. The services and activities provided helped young people enhance their employability and develop good work attitude as well as facilitated their career planning and job search. LD conducted regular opinion surveys and focus group discussions to understand members' views on the services so as to evaluate the service effectiveness. Youth members attending the training programmes and counselling found these activities and services useful in mapping out their career path and pursuing self-employment.

- (c) At present, the two YERCs located in Kowloon and the New Territories are providing services to young people throughout the territory. We have no plan to set up more YERCs at this stage. LD will continue to closely monitor the employment needs of young people and provide appropriate career advisory services.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0618)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (4) Employees' Rights and Benefits
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

The Employment Agencies Administration (EAA) of the Labour Department (LD) is responsible for regulating the operation of employment agencies (EAs) which provide intermediary service for foreign domestic helpers (FDHs) through licensing, regular and surprise inspection, complaint investigation and prosecution, etc. to ensure that they are operating in compliance with the law. Besides, the Programme has mentioned the plan of "drawing up a code of practice (CoP) to tighten control on local employment agencies engaged in the hiring of FDHs". Would the Government provide the following information:

- (a) What is the estimated expenditure and staff establishment of EAA in 2015-16?
- (b) How many overcharging or malpractice complaints against intermediaries placing FDHs were received by EAA in the past three years (2012-13 to 2014-15)? How did EAA deal with these complaints?
- (c) How many inspections to intermediaries placing FDHs were carried out by EAA in the past three years (2012-13 to 2014-15)? What were the types of inspection (including regular and surprise inspections)?
- (d) Please provide details on the proposal for drawing up the CoP.
- (e) Does the Government have any plan to conduct a comprehensive review on the regulation of EAs, such as introducing a demerit point system on EA licence?

Asked by: Hon CHIANG Lai-wan (Member Question No. 5)

Reply:

The information sought is provided as follows:

- (a) In 2015-16, the estimated expenditure (excluding staff cost) of EAA is \$782,000. The staff establishment comprises ten Labour Officer Grade staff and four clerical staff.
- (b) In 2012, 2013 and 2014, EAA received 77, 194 and 170 complaints respectively against EAs that provided intermediary service for FDHs. EAA conducted prompt investigations upon receipt of complaints and instituted prosecutions where there was sufficient evidence. The Commissioner for Labour had subsequently revoked or refused to renew the licence of convicted EAs.
- (c) In 2012, 2013 and 2014, EAA conducted 958, 1 013 and 1 352 inspections, covering both regular and surprise ones, respectively to intermediaries placing FDHs.
- (d) LD is drawing up a CoP for the industry. It will set out acts that are allowed and those that EAs should avoid (e.g. EAs should not be involved in the financial matters or loans of FDHs) so as to strengthen regulation of EAs. The Government aims to complete the drafting work within this year for consulting the industry and the public.
- (e) LD has adopted various measures to reinforce the regulation of EAs. These measures include stepping up inspections to EAs, strengthening liaison and information sharing with the consulates of major FDH-exporting countries and introducing a CoP for the industry. Publicity and promotional efforts will continue to be stepped up to raise the awareness of FDHs and employers of their respective rights and obligations. LD will review the effectiveness of the above measures as appropriate.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0619)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget Speech that “the ageing population is a formidable challenge to us. Our labour force will decline as from 2018 and our economic vibrancy will be dampened. The growth of the elderly population will push up demands for healthcare and elderly services, thus increasing public expenditure. We shall encourage the potential workforce to enter or re-enter the labour market ...”. Would the Government advise on the details of the work to be carried out for helping the retirees re-join the employment market and the elderly employees stay longer in the labour force, and the estimated expenditure and staff establishment in 2015-2016?

Asked by: Hon CHIANG Lai-wan (Member Question No. 6)

Reply:

The Labour Department (LD) provides a comprehensive range of employment services free of charge to job seekers (including retirees and elderly persons). Currently, special counters are set up in all LD job centres to provide priority registration and job referral services for elderly job seekers aged 50 or above. These job centres also provide personalised employment advisory service. Job seekers (including retirees and elderly persons) may meet the employment advisors in the centres to obtain employment market information and job search advice. The employment advisors will also help job seekers participate in LD's employment programmes to enhance their employability.

LD will implement a series of measures in 2015-16 to enhance employment support for elderly persons. These measures include organising employment briefings that serve the needs of elderly job seekers to assist them in better understanding the latest situation of the employment market and improving their job search skills; setting up a dedicated webpage for elderly persons under the “Interactive Employment Service” website and enhancing the functions of the vacancy search terminals to facilitate their access to employment information and search for vacancies; strengthening the liaison and cooperation with the non-governmental organisations serving elderly persons to promote LD's employment services and special employment projects through the organisations and to refer elderly

persons having employment needs to LD's services; and organising large-scale thematic job fairs for elderly persons and experience sharing sessions on elderly employment for employers to increase the employment opportunities of elderly persons and encourage employers to hire them.

Furthermore, to attract elderly persons and retirees to re-join the employment market or stay longer in the labour force, LD will extend the Employment Programme for the Middle-aged (EPM) to part-time jobs in the second half of 2015, and offer allowances to employers to encourage them to provide more suitable part-time employment opportunities to middle-aged and elderly persons aged 40 or above. The estimated expenditure for EPM in 2015-16 is about \$9 million.

LD will also encourage employers to adopt friendly employment practices for mature persons at workplaces, having regard to the individual circumstances of their companies through various publicity channels and a wide range of educational and promotional activities. These include staging roving exhibitions in various districts throughout the territory, publishing a series of news supplements on enterprises to share their successful experiences in actively engaging matured persons, issuing publications for wide distribution, broadcasting Announcements in the Public Interest, and publicising relevant messages through different employers' networks, with a view to encouraging mature persons to stay in or return to the employment market. The estimated expenditure for promoting friendly employment practices for mature persons in 2015-16 is about \$400,000.

The manpower and expenditure (excluding the expenditure directly incurred by EPM and educational/publicity activities) for the work mentioned above will be absorbed within the operating costs of LD and cannot be separately identified.

In addition, the Employees Retraining Board (ERB) provides more than 800 training courses to eligible employees aged 15 or above with educational attainment at sub-degree level or below. Elderly persons meeting the admission requirements may enrol in suitable training courses according to their career aspirations and training needs. In 2015-16, ERB will conduct a market research to understand the views of elderly persons or retired persons on continued employment as well as employers' opinions on hiring elderly or retired persons. The expenditure involved is about \$500,000. ERB will also launch in 2015-16 a course titled "Foundation Certificate in Workplace Re-entry" for middle-aged and elderly persons to equip the trainees to return to the job market. At the pilot stage, the course will provide 50 training places and the training expenditure involved is about \$300,000. The related work will be absorbed by the existing manpower of ERB.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0621)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Employment and Training Programme (YETP) of the Labour Department (LD), would the Government advise this Committee on the following:

- (a) Please set out the expenditure and staff establishment for YETP under LD in 2015-2016.
- (b) Please set out the number of trainees enrolled under YETP since its inception up to 2014-2015 and the training cost per trainee.
- (c) Please set out the placement rates, average wages and industry profile of the trainees upon completing the courses since YETP's inception up to 2014-2015.

Asked by: Hon CHIANG Lai-wan (Member Question No. 8)

Reply:

The information sought is provided as follows:

- (a) In 2015-16, the estimated expenditure for implementing YETP is \$111.5 million. A team comprising 67 LD officers will be responsible for the administration, promotion and monitoring of the service provision of YETP.
- (b) In September 2009, LD enhanced and integrated the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme to become a "through-train" programme - YETP. It offers young people 12 months' employment support services covering pre-employment training, workplace attachment, on-the-job training, reimbursement of course and examination fees, and customised career guidance and employment support services provided by case managers who are professional social workers. The customised career guidance may be extended by another 12 months for trainees who have found work.

The integrated YETP operates on the basis of programme year, running from September each year to August of the following year. The number of trainees enrolled is provided as follows:

Programme year	Number of trainees enrolled
2009/10	15 543
2010/11	11 922
2011/12	9 434
2012/13	8 095
2013/14	7 753

As the 2014/15 programme year will end in August 2015, the full-year figure is not yet available.

The YETP trainees may flexibly choose to attend the training courses and receive various employment support services according to their interests and employment needs. The trainees participate in various activities of YETP and the duration of their participation also varies greatly. LD does not have a breakdown of the training cost per person.

- (c) Breakdowns of the number of trainees placed into on-the-job training vacancies in the past five programme years by average wages and industry are provided as follows:

Programme year	Number of trainees placed into on-the-job training vacancies	Average wages(\$)
2009/10	4 595	5,747
2010/11	4 228	6,410
2011/12	3 341	7,047
2012/13	2 758	7,457
2013/14	3 112	8,048

Industry	Number of trainees placed into on-the-job training vacancies				
	2009/10 Programme year	2010/11 Programme year	2011/12 Programme year	2012/13 Programme year	2013/14 Programme year
Community, social and personal service	1 333	1 238	932	670	777
Construction	758	1 073	961	879	944
Financing, insurance, real estate and business services	460	278	244	166	261
Government sector	190	190	181	174	190
Manufacturing	169	185	128	94	67
Transport, storage and communications	509	561	318	288	377
Wholesale, retail and import/export trades, restaurants and hotels	950	658	544	453	442
Others	226	45	33	34	54
Total	4 595	4 228	3 341	2 758	3 112

Every year, LD conducts a trainee development survey on trainees who were enrolled on YETP and completed the 12 months' support services. The survey findings of the

placement position of trainees for the past five programme years are provided as follows:

Programme year	Number of trainees in employment at the time of the survey
2009/10	70.6%
2010/11	75.5%
2011/12	72.2%
2012/13	74.8%
2013/14	73.3%

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)023

(Question Serial No. 0623)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

At present, the Labour Department (LD) operates 13 job centres as well as two Recruitment Centres for the Catering Industry and the Retail Industry (the Catering Centre and the Retail Centre). It will also establish a construction industry recruitment centre to facilitate employers to find local construction workers. Please provide the following information:

- (a) The estimated expenditure and staff establishment of the job centres in 2015-2016.
- (b) The total number and the average monthly number of people using the service of the job centres, as well as the unit cost.
- (c) What are the work positioning and functions of the construction industry recruitment centre to be established?
- (d) What measures will the Government take to encourage personnel in the construction industry (including employers and employees) to make use of the service of the centre?

Asked by: Hon CHIANG Lai-wan (Member Question No. 10)

Reply:

The information sought is provided as follows:

- (a) In 2015-16, the estimated expenditure for operating the 13 job centres is about \$10.7 million (excluding staff cost). A breakdown of LD staff in these job centres is provided below:

Post title	No. of staff
Senior Labour Officer	1
Labour Officer	12
Assistant Labour Officer I	8
Assistant Labour Officer II	24
Clerical Officer	37
Assistant Clerical Officer	73
Clerical Assistant	8
Workman II	2
Programme Officer	8
Contract Clerk	28
Total	201

- (b) In 2014, a total of 75 314 job seekers registered for free employment services provided by LD. For most of the job seekers, registration is not a pre-requisite for them to make use of our various facilities and services provided at the job centres. They could also directly contact the employers concerned who have placed advertisement at LD's job centres or on its website. LD does not keep statistics on the total number and average monthly number of people using the services of job centres, and hence cannot provide the unit costs.
- (c)&(d) To step up efforts to assist local construction workers to find jobs and employers of the construction industry to recruit local workers, LD will establish a Construction Industry Recruitment Centre ("Centre") specifically tasked to provide career counselling services, conduct on-the-spot job interviews and organise job fairs for local construction workers. LD, in collaboration with relevant government departments, has actively embarked on the preparatory work, including identifying a suitable location etc. for the Centre. The initial target is to commission the Centre in the second half of 2015-16. LD and other relevant government departments will encourage local construction workers and employers to make use of the services of the Centre through intensive publicity and promotion, including posters and such channels as trade unions and associations of the construction industry.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0624)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

Would the Government provide this Committee with the following information:

- (a) Please provide a breakdown, by age, gender, industry, occupation and earnings, of able-bodied job seekers who secured placements through the employment services of the Labour Department (LD) in 2014-15.
- (b) Please provide a breakdown, by gender, age, industry and occupation, of the changes in average earnings of able-bodied job seekers who secured placements through the employment services of LD before and after the implementation of Statutory Minimum Wage (SMW) on 1 May 2011.

Asked by: Hon CHIANG Lai-wan (Member Question No. 11)

Reply:

The information sought is provided as follows:

- (a) In 2014, LD secured 151 536 placements for able-bodied job seekers. Of these, 15 202 placements were secured through the referral services of LD while 136 334 placements were made through direct application by job seekers to employers who advertised their vacancies through LD. As job seekers who found work through direct application are not required to report their placements to LD, LD does not have statistics in respect of the placements of these job seekers. Breakdowns of the 15 202 placements secured through the referral services of LD by age and gender, industry, occupation and earnings are as follows:

(i) By gender and age

Age	Male	Female	No. of placements
15-below 20	746	1 258	2 004
20-below 30	3 218	3 500	6 718
30-below 40	792	1 271	2 063
40-below 50	657	1 625	2 282
50-below 60	629	1 225	1 854
60 or above	130	151	281
Total	6 172	9 030	15 202

(ii) By industry

Industry	No. of placements
Manufacturing	856
Construction	204
Wholesale, retail and import/export trades, restaurants and hotels	8 610
Transport, storage and communications	707
Financing, insurance, real estate and business services	1 834
Community, social and personal services	2 991
Total	15 202

(iii) By occupation

Occupation	No. of placements
Managers and administrators	132
Professionals and associate professionals	794
Clerical support workers	2 707
Service workers	3 323
Shop sales workers	4 828
Skilled agricultural and fishery workers	25
Craft and related workers	238
Plant and machine operators and assemblers	274
Elementary occupations	2 797
Others	84
Total	15 202

(iv) By earnings

Monthly earnings	No. of placements
Below \$4,000	567
\$4,000-below \$5,000	423
\$5,000-below \$6,000	804
\$6,000-below \$7,000	1 187
\$7,000-below \$8,000	1 236
\$8,000-below \$9,000	2 005
\$9,000-below \$10,000	2 734
\$10,000-below \$11,000	2 411
\$11,000-below \$12,000	1 659
\$12,000-below \$13,000	885
\$13,000-below \$14,000	381
\$14,000 or above	910
Total	15 202

- (b) LD does not keep statistics on the average earnings of job seekers placed through the referral services of LD. However, LD has the following information on the monthly earnings of the placements secured through its referral services from 1 January to 30 April in 2011 and for the same period in 2014 (i.e. before and after the implementation of the SMW in May 2011):

Monthly earnings	No. of placements (January- April 2011)	Percentage	No. of placements (January- April 2014)	Percentage
Below \$4,000	804	14.8%	177	3.9%
\$4,000-below \$5,000	176	3.3%	122	2.7%
\$5,000-below \$6,000	593	11.0%	212	4.7%
\$6,000-below \$7,000	940	17.3%	298	6.6%
\$7,000-below \$8,000	1 021	18.8%	355	7.9%
\$8,000-below \$9,000	877	16.2%	783	17.4%
\$9,000-below \$10,000	451	8.3%	784	17.4%
\$10,000-below \$11,000	212	3.9%	888	19.9%
\$11,000-below \$12,000	104	1.9%	300	6.7%
\$12,000-below \$13,000	91	1.7%	252	5.6%
\$13,000-below \$14,000	31	0.6%	99	2.2%
\$14,000 or above	121	2.2%	226	5.0%
Total	5 421	100%	4 496	100%

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)025

(Question Serial No. 0626)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide this Committee with the following information:

- (a) Please provide a breakdown, by age, gender, industry, occupation and monthly earnings, of job seekers with disabilities who secured placements through the employment services of the Labour Department (LD) in 2014-15.
- (b) Please provide a breakdown, by gender, age, industry and occupation, of the changes in average earnings of job seekers with disabilities who secured placements through the employment services of LD before and after the implementation of Statutory Minimum Wage (SMW) on 1 May 2011.

Asked by: Hon CHIANG Lai-wan (Member Question No. 13)

Reply:

The information sought is provided as follows:

- (a) In 2014, LD secured 2 464 placements for job seekers with disabilities. Breakdowns of the placements by age and gender, industry, occupation and monthly earnings are provided in the tables below:

By age and gender

Age group	Male	Female	No. of placements
15-below 20	35	26	61
20-below 30	520	350	870
30-below 40	351	331	682
40-below 50	233	298	531
50-below 60	144	117	261

Age group	Male	Female	No. of placements
60 and above	46	13	59
Total	1 329	1 135	2 464

By industry

Industry	No. of placements
Manufacturing	204
Construction	33
Wholesale, retail and import/export trades, restaurants and hotels	1 002
Transport, storage and communications	72
Financing, insurance, real estate and business services	383
Community, social and personal services	477
Others (including government sector)	293
Total	2 464

By occupation

Occupation	No. of placements
Managers and administrators	25
Professionals and associated professionals	74
Clerical support workers	476
Service workers	653
Shop sales workers	575
Agricultural and fishery workers	6
Craft and related workers	19
Plant and machine operators and assemblers	23
Elementary occupations	613
Total	2 464

By earnings

Monthly earnings	No. of placements
Below \$3,000	548
\$3,000-below \$4,000	333
\$4,000-below \$5,000	263
\$5,000-below \$6,000	210
\$6,000-below \$7,000	267
\$7,000-below \$8,000	305
\$8,000-below \$9,000	215
\$9,000-below \$10,000	151
\$10,000 or above	172
Total	2 464

- (b) LD does not keep statistics on the average earnings of job seekers placed through the referral services of LD. A breakdown of the placements for job seekers with

disabilities by monthly earnings from 1 January to 30 April in 2011 and 2014 (i.e. before and after the implementation of the SMW in May 2011) is provided below:

Monthly earnings	No. of placements (January-April 2011)	Percentage	No. of placements (January-April 2014)	Percentage
Below \$3,000	227	34.1%	173	20.8%
\$3,000-below \$4,000	78	11.7%	106	12.8%
\$4,000-below \$5,000	76	11.4%	79	9.5%
\$5,000-below \$6,000	82	12.3%	67	8.1%
\$6,000-below \$7,000	107	16.1%	89	10.7%
\$7,000-below \$8,000	62	9.3%	129	15.5%
\$8,000-below \$9,000	26	3.8%	80	9.6%
\$9,000-below \$10,000	3	0.5%	55	6.6%
\$10,000 or above	5	0.8%	53	6.4%
Total	666	100%	831	100%

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0627)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment of persons with disabilities, would the Government provide the following information:

- (a) The respective figures of persons with disabilities employed by government departments from 2012-13 to 2014-15:

Type of disability	2012-13	2013-14	2014-15
(1) Mobility restrictions			
(2) Visual impairment			
(3) Hearing impairment			
(4) Speech impairment			
(5) Mental illness/emotional disorder			
(6) Autism			
(7) Specific learning difficulties			
(8) Attention deficit/hyperactivity disorder			
(9) Intellectual disability			
Total			
Percentage share of persons with disabilities among all government employees			

- (b) The respective figures of persons with disabilities who secured placements through the employment services of the Labour Department (LD) from 2012-13 to 2014-15:

Type of disability	2012-13	2013-14	2014-15
(1) Mobility restrictions			
(2) Visual impairment			
(3) Hearing impairment			
(4) Speech impairment			
(5) Mental illness/emotional disorder			
(6) Autism			
(7) Specific learning difficulties			
(8) Attention deficit/hyperactivity disorder			
(9) Intellectual disability			
Total			

- (c) Has the Government considered adopting any new measures to facilitate or promote employment of persons with disabilities by government departments and public and private organisations?
- (d) Has the Government considered introducing a “quota system for employing persons with disabilities” which requires enterprises to employ a specified percentage of persons with disabilities by legislation?

Asked by: Hon CHIANG Lai-wan (Member Question No. 14)

Reply:

The information sought is provided as follows:

- (a) The Civil Service Bureau compiles statistics on the number of persons with disabilities being employed in the civil service as at 31 March each year ^{Note 1}. The statistics as at 31 March 2015 are not yet available.

According to available information, the numbers of persons with disabilities in the civil service with breakdown by type of disability ^{Note 2} for 2013 and 2014 are as follows:

Type of disability	As at 31 March 2013	As at 31 March 2014
(1) Physical disability	1 729	1 696
(2) Visual impairment	456	439
(3) Hearing impairment	320	335
(4) Ex-mental illness	348	366
(5) Intellectual disability	19	17
(6) Visceral disability	511	546

Type of disability	As at 31 March 2013	As at 31 March 2014
(7) Others (e.g. autism, speech impairment, specific learning difficulties, etc.) ^{Note 3}	18	16
Total	3 401	3 415
Percentage of strength of civil servants	2%	2%

Note:

- 1 The statistics are compiled on the basis of information available to the management of bureaux/departments (e.g. through the requests of applicants who have declared their disabilities during the recruitment process for special arrangements for selection interview/test, or applications from serving officers with disabilities for fund to purchase technical aids to assist in their performance of duties).
- 2 Persons with colour blindness or defective colour perception in the civil service are not included in the statistics.
- 3 Persons with disabilities under types (4), (6), (7) and (8) set out in the question are covered under the "Others" type in the above table.

- (b) In 2012, 2013 and 2014, LD secured 2 512, 2 461 and 2 464 placements for job seekers with disabilities respectively. A breakdown of the placements by disability group is provided as follows:

Type of disability	2012	2013	2014
(1) Physical disability (including mobility restrictions)	225	204	195
(2) Visual impairment	68	83	73
(3) Hearing impairment (including speech impairment)	549	528	556
(4) Ex-mental illness	596	614	608
(5) Autism	67	84	107
(6) Specific learning difficulties	13	18	17
(7) Attention deficit/hyperactivity disorder	20	11	25
(8) Intellectual disability	675	663	606
(9) Chronic illness	299	256	277
Total:	2 512	2 461	2 464

Note : LD has followed its existing categorisation of the disability groups in presenting the above statistics.

- (c) To promote the employment of persons with disabilities, thereby facilitating their self-reliance and integration into the community, the Government is committed to providing employment support and vocational rehabilitation training for them so as to enhance their job skills and assist them in securing suitable employment commensurate with their abilities.

The Labour and Welfare Bureau (LWB) has all along requested bureaux/departments to proactively encourage public bodies and subvented organisations under their purview to formulate recruitment policy and measures for persons with disabilities. These include formulating policies and procedures regarding the employment of

persons with disabilities by drawing reference to those for the civil service; publishing the number of employees with disabilities in their annual reports; and giving priority in procuring products and services provided by rehabilitation organisations.

As part of its initiatives, LWB has launched the Talent-Wise Employment Charter and Inclusive Organisations Recognition Scheme to mobilise the Government, public and private sectors to make collective efforts to further promote the employment of persons with disabilities through participation in the Scheme. A signatory to the Scheme will devise a host of sustainable measures commensurate with its mode of operation and strive for their effective implementation. LWB, together with the Rehabilitation Advisory Committee and its dedicated sub-committee on employment, will continue to explore ways of improving employment opportunities for persons with disabilities.

In 2015-16, LD will enhance the post-placement follow-up service provided for job seekers with disabilities by extending the service period from three months to six months to strengthen support for employers and help employees with disabilities adapt to their new jobs. During the follow-up period, placement officers will keep track of the work progress of the employees with disabilities by maintaining closer contacts with them so as to help them adapt to their work as soon as possible. Placement officers will also provide more intensive support services for employers to assist them to better understand the particular needs of their employees with disabilities and help both parties build up good working relationship.

Besides, the Social Welfare Department (SWD) will continue to implement the “Support Programme for Employees with Disabilities” which provides employers of persons with disabilities with a one-off subsidy in respect of each employee with disabilities for procurement of assistive devices and/or workplace modifications. Employers of persons with disabilities are offered subsidy of up to \$20,000 for each employee with disabilities. SWD has also implemented enhancement measures which include increasing the maximum level of subsidy up to \$40,000 for procurement of single item of assistive device and its essential accessories for deserving cases.

The Government has been implementing suitable measures to ensure that persons with disabilities will have equal access, like all other applicants, to job opportunities in the Government. In the recruitment process, applicants with disabilities who meet the basic entry requirements for a post will not be subject to any shortlisting criteria, and will be automatically invited to attend selection interview/test. Where an applicant who has indicated that he/she has a disability is invited to an interview/test, the recruiting department is required to proactively ascertain from the applicant any assistance or accommodation needed so as to facilitate him/her in attending the interview/test. Following the interview/test, if an applicant with disability is found suitable by the recruitment board to carry out the duties of certain posts in a specific rank in the civil service, he/she may be recommended for appointment even though he/she may not be able, due to his/her disability, to perform the full range of duties of every post in the concerned rank. In addition, he/she may be given an appropriate degree of preference for appointment if he/she is found suitable for taking up the relevant posts.

The Government will continue with its efforts in implementing the relevant policy and measures with a view to promoting the employment of persons with disabilities in the Government.

- (d) According to studies by the European Commission and the International Labour Organisation on promotion of employment of persons with disabilities, a mandatory employment quota system has not been proven successful overseas in helping persons with disabilities to secure employment, and some countries have abolished their quota system. The prevailing trend is to move away from employment quota system to anti-discrimination legislation and enhanced support measures for persons with disabilities. Under a mandatory employment quota system, persons with disabilities would be perceived as a liability, making them difficult to be accepted by their peers at work. This is not conducive to their integration into the community. It is considered that persons with disabilities should be assisted to find appropriate jobs on the basis of their abilities rather than disabilities. Apart from providing vocational training and employment support for persons with disabilities, the Government will continue to adopt positive encouragement measures, such as giving due recognition to good employers, sharing good practices and providing incentive and assistance to employers, so as to increase job opportunities for persons with disabilities and enhance employers' willingness to accept and devise facilitating measures for the employment of persons with disabilities, thereby fostering an inclusive society.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0628)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information about Statutory Minimum Wage (SMW):

- (a) Please set out the manpower and expenditure involved in publicity, consultations and enforcement through inspections regarding the implementation of SMW in 2015-16.
- (b) What was the total number of enquiries on SMW or complaints against employers' non-compliance with the Minimum Wage Ordinance (MWO) received by the Labour Department (LD) in 2014-15 and what were the investigation results?
- (c) What was the total number of inspections against violations of the MWO conducted by LD in 2014-15 and what were the inspection results?

Asked by: Hon CHIANG Lai-wan (Member Question No. 15)

Reply:

The information sought is provided as follows:

- (a) The estimated expenditure for publicising SMW in 2015-16 is \$3.3 million. The publicity activities will be organised as part of LD's various tasks. The manpower involved is absorbed by LD and cannot be separately accounted for.

Consultation service and inspections for SMW are undertaken by staff among their other consultation and enforcement responsibilities. The manpower and expenditure involved are absorbed by LD and cannot be separately accounted for.

- (b) In 2014, LD held 163 SMW-related consultation meetings with enquirers. LD also received 47 complaints against employers' non-compliance with the MWO. Follow-up actions on all these complaints confirmed that employees of most cases had received SMW or recovered the shortfall in wages.

- (c) In 2014, LD conducted 40 892 workplace inspections to establishments of various industries to check employers' compliance with labour laws such as the MWO. Including reported cases, five cases involving suspected violation of the MWO were detected. Follow-up actions on all such cases confirmed that employees of most cases had received SMW or recovered the shortfall in wages. LD issued one warning to an employer suspected to have contravened the MWO and secured one conviction for underpayment of SMW.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0629)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Employment Programme for the Middle-aged (EPM), would the Government provide the following information:

- (a) the expenditure and manpower for EPM under the Labour Department (LD) in 2015-16;
- (b) the number of applicants and their age as well as the number of placements since its inception up to 2014-15;
- (c) a breakdown by average wage and industry as well as the length of employment of participants under EPM since its inception and up to 2014-15; and
- (d) whether the Government has reviewed the effectiveness of EPM and examined measures to eliminate age discrimination in employment.

Asked by: Hon CHIANG Lai-wan (Member Question No. 16)

Reply:

The information sought is provided as follows:

- (a) In 2015-16, the estimated expenditure for EPM is around \$9 million. EPM is implemented by staff of various job centres among their other duties. LD cannot separately identify the manpower involved.
- (b) EPM offers employers financial incentive for employing unemployed job seekers aged 40 or above in full-time jobs and providing them with on-the-job training. There is no need for the job seekers to submit applications to LD in order to participate in EPM. LD therefore cannot provide the number of job seekers applying for EPM and the breakdown as requested. Since its inception in May

2003 and up to 31 December 2014, a total of 60 908 middle-aged job seekers were placed into employment under EPM.

- (c) & (d) LD does not have breakdowns of placements under EPM by salary range and industry prior to 2006. Breakdowns of the placements under EPM by salary range and industry since 2006 are provided as follows:

By salary range

Salary Range	No. of placements								
	Year 2006	Year 2007	Year 2008	Year 2009	Year 2010	Year 2011	Year 2012	Year 2013	Year 2014
Below \$5,000	1 914	1 413	387	305	202	61	46	23	30
\$5,000-below \$7,000	5 431	4 476	3 231	1 957	1 867	945	447	234	145
\$7,000 or above	2 389	2 593	2 637	1 745	1 861	1 828	2 007	2 305	2 389
Total	9 734	8 482	6 255	4 007	3 930	2 834	2 500	2 562	2 564

By industry

Industry	No. of placements								
	Year 2006	Year 2007	Year 2008	Year 2009	Year 2010	Year 2011	Year 2012	Year 2013	Year 2014
Real estate and business services	2 510	2 014	1 383	884	926	676	540	579	684
Community, social and personal services	2 234	1 902	1 243	557	503	463	497	468	385
Manufacturing	1 210	1 204	868	499	494	403	318	275	288
Wholesale and retail	801	701	557	494	454	347	296	400	460
Import and export trades	639	539	473	422	437	316	184	142	105
Restaurants and hotels	558	530	471	303	284	168	155	317	320
Construction	501	505	312	241	189	100	135	72	76
Transport, storage and communications	285	253	311	181	186	85	91	102	84
Others	996	834	637	426	457	276	284	207	162
Total	9 734	8 482	6 255	4 007	3 930	2 834	2 500	2 562	2 564

With a view to assessing the effectiveness of EPM, LD conducts retention surveys regularly to obtain information on the retention status of job seekers placed into employment under EPM. According to a recent retention survey conducted in October 2014, about 77% of the cases achieved a retention period of four months or above, and 64% could remain in employment for six months or more.

To safeguard equal opportunities in employment, LD has been encouraging employers to consider talent, not age, in recruitment and employment. LD has published the “Practical Guidelines for Employers on Eliminating Age Discrimination in Employment” for employers and employment agencies. Promotional activities are carried out by way of placing Announcements in the Public Interest and advertisements in the electronic media (e.g. television, radio, etc.) as well as publishing and distributing guidelines and leaflets. LD will continue its efforts in public education, publicity and promoting self-regulation to enhance public awareness on this front, and will strengthen training and re-training to enhance the employability of persons of all.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0630)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (4) Employees' Rights and Benefits
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

It is stated in the Programme that the Labour Department (LD) has continued its promotional efforts in enhancing the understanding of employers and foreign domestic helpers (FDHs) on their statutory and contractual rights and obligations. In this connection, would the Government provide the following information:

- (a) Please set out the respective number of breaches of the Employment Ordinance (EO) and the Immigration Ordinance (IO) by FDHs and their employers as well as the category of the offences committed in the past three years.
- (b) Are there any strategies, measures or inspections to reduce non-compliance of the EO or the IO by FDHs and their employers?

Asked by: Hon CHIANG Lai-wan (Member Question No. 17)

Reply:

The information sought is provided as follows:

- (a) From 2012 to 2014, a total of 11 FDH employers were convicted of the offences relating to late payment or non-payment of wages, holidays, or defaults on the awarded sum of the Labour Tribunal under the EO. Over the same period, a total of 2 432 FDHs were convicted under the IO for taking up illegal employment or making false representations to officers of the Immigration Department (ImmD) for obtaining FDH employment visas or overstaying, and 541 employers were convicted of illegally employing FDHs or instructing FDHs to perform non-domestic duties, or aiding or abetting FDHs in making false representations to officers of ImmD for obtaining employment visas. A breakdown of the number of convicted FDHs/employers in 2012, 2013 and 2014 is provided at Annex.

- (b) LD and ImmD undertake various publicity activities targeting FDHs and their employers to enhance their understanding on the relevant provisions in the EO and the IO and the consequences of non-compliance. These activities include producing practical guides, leaflets and posters in the mother languages of FDHs, staging roving exhibitions to promote the relevant provisions, placing advertisements in local newspapers read by FDHs, organising talks and seminars for FDHs with the consulates concerned, staging information kiosks at FDHs' popular gathering places on their rest days and broadcasting television and radio Announcements in the Public Interest. Relevant publicity materials in different languages are provided to the consulates concerned, FDH groups and non-governmental organisations as well and are uploaded to LD's website for public viewing. LD will also produce leaflets specifically for FDH employers, brief employment agencies through talks and seminars on matters relating to the employment of FDHs, and collaborate more closely with the consulates concerned in organising more briefings for newly-arrived FDHs to provide relevant information to them. ImmD will also take relevant measures and enforcement action against FDHs engaging in activities in breach of the IO. These measures include assessing FDHs' employment visa applications in a rigorous manner, enhancing intelligence collection, stepping up investigation and prosecution against FDHs taking up unauthorised work, enhancing publicity, encouraging the public to report illegal employment, etc.

In addition, the Government takes rigorous enforcement action against offences under the EO and the IO committed by FDHs and FDH employers. LD and ImmD conduct inspections and mount joint operations to raid workplaces suspected to have illegally employed FDHs. Prosecution action will be taken where appropriate.

**Number of FDHs and FDH Employers Convicted
under the Employment Ordinance (Cap. 57)(EO) or
the Immigration Ordinance (Cap. 115)(IO)**

Year	No. of employers convicted under the EO	No. of employers convicted under the IO	No. of FDHs convicted under the IO
2012	5	193	890
2013	3	200	793
2014	3	148	749
Total	11	541	2 432

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0631)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in the Programme that targeted operations are mounted by the Labour Department (LD) with the Police and the Immigration Department (ImmD) to combat illegal employment for protecting the job opportunities of local workers. LD also launches publicity programmes to enhance public awareness of the serious consequences of employing illegal workers. In this connection, please provide the following information:

- (a) What are the specific work details of as well as the expenditure and staff establishment involved in combating illegal employment in 2015-16?
- (b) What were the numbers of cases of illegal employment, employers and illegal workers involved in the past three years (2012-13 to 2014-15)?
- (c) Does the Government consider drawing up new measures to tackle illegal employment?

Asked by: Hon CHIANG Lai-wan (Member Question No. 18)

Reply:

The information sought is provided as follows:

- (a) In 2015-16, LD will continue to mount intelligence-based joint operations with the Police and ImmD to raid establishments suspected to have been involved in illegal employment. LD will also launch territory-wide publicity activities through various channels to enhance public awareness of the serious consequences of employing illegal workers and encourage the reporting of suspected offences.

Combating illegal employment is part of the duties of labour inspectors who are also responsible for the enforcement of various labour laws, and therefore the expenditure and staff establishment involved in combating illegal employment cannot be separately

identified. LD has earmarked \$190,000 as expenditure for publicity against illegal employment in 2015-16.

- (b) The number of cases of suspected illegal employment detected by LD and the numbers of employers and illegal workers involved in the past three years are tabulated as follows:

	2012	2013	2014
Number of cases of suspected illegal employment detected	269	215	206
Number of employers involved	166	169	131
Number of illegal workers involved	512	312	233

- (c) Combating illegal employment is an on-going effort of LD. In 2015-16, LD will proactively collect intelligence and combat illegal employment at various levels, and regularly review the effectiveness of the enforcement actions.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0632)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the tackling of involuntary false self-employment, would the Government provide the following information:

- (a) Please set out the manpower and expenditure involved in tackling false self-employment in 2015-16.
- (b) Please set out the total number of complaints handled by the Labour Department (LD) involving false self-employment or employees who involuntarily signed self-employment contracts in the past three years (from 2012-13 to 2014-15), and the number of successful convictions.
- (c) Since the implementation of the Statutory Minimum Wage (SMW), the problem of disputes involving false self-employment is getting more serious in the labour market. In this regard, has the Government considered educating employees on how to protect their statutory rights in an employer-employee relationship through publicity and education programmes, and stepping up efforts in monitoring and tackling the employer-initiated signing of self-employment contracts by employees?

Asked by: Hon CHIANG Lai-wan (Member Question No. 19)

Reply:

The information sought is provided as follows:

- (a) Staff responsible for detecting false self-employment are at the same time responsible for enforcing various labour laws. The manpower and expenditure involved in tackling false self-employment cannot be separately identified.
- (b) The number of complaints on false self-employment handled by LD in the past three years is as follows:

Year	No. of complaints handled
2012	13
2013	21
2014	13

In 2012, there was one prosecution taken out but the defendant involved was not convicted. For other complaints on false self-employment, no prosecution was taken out for various reasons (e.g. there was no detected offence, no employee willing to act as prosecution witness or insufficient evidence).

- (c) As an ongoing effort, LD has been educating members of the public on the difference in the rights and benefits between an employee and a self-employed person. Following the implementation of the Minimum Wage Ordinance (MWO), LD has strengthened its educational and publicity efforts on false self-employment through various promotional activities, including broadcasting television and radio Announcements in the Public Interest, distributing leaflets and promotional materials, displaying posters, issuing feature articles, advertising on public transport, and organising talks and roving exhibitions. The number of claims involving false self-employment filed with LD since the implementation of the MWO is about one percent of all the claim cases received. This is similar to the position before the commencement of the MWO.

On the other hand, LD has rigorously conducted workplace inspections to low-paying sectors to deter breaches of labour laws, including false self-employment cases, since the implementation of the MWO. Employees suspected to have been deprived of their employment rights under the pretext of self-employment are well-advised to lodge complaints through LD's hotline. LD will continue to promptly investigate all complaints received and take out prosecution against offending employers whenever there is sufficient evidence.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0633)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information relating to the protection of occupational safety and health:

- (a) the details of the publicity, educational and promotional campaigns as well as inspection targeting various contraventions of the occupational safety and health codes in 2015-16;
- (b) the expenditure and manpower involved;
- (c) whether the Government has considered introducing measures targeting industries with more occupational injuries, such as catering, transport, manufacturing and construction industries, to enhance the awareness of occupational safety and health among employers and employees in these industries?

Asked by: Hon CHIANG Lai-wan (Member Question No. 20)

Reply:

The information sought is provided as follows:

- (a) In 2015-16, the Labour Department (LD) will, in collaboration with the Occupational Safety and Health Council, major trade associations and the labour unions concerned, organise promotional campaigns to enhance the occupational safety and health awareness of employers and employees in various industries through training courses, seminars, roving exhibitions, out-reaching promotional visits, and television and radio broadcast. LD will also conduct inspections, promotions and visits for different industries and workplaces in accordance with the risks of the industries and work processes involved.

- (b) Enforcement, education and publicity programmes on occupational safety are integral parts of LD's ongoing work, and the expenditure involved cannot be separately identified.
- (c) In 2015-16, LD will launch large-scale promotional campaigns targeted at the construction and catering industries to enhance the safety awareness of employers and employees in these industries, as the construction industry records the highest accident rate and number of fatalities, while the catering industry accounts for the largest number of accidents. LD will also keep in view the occupational accident rate and occupational injuries in other industries, and publish leaflets or guidelines, and organise publicity and promotional programmes on occupational safety and health matters for the industries concerned on a need basis.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0634)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (4) Employees' Rights and Benefits
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

Please provide the following information relating to government service contractors:

- (a) Please set out the number of workers hired by government service contractors in 2014-15, the posts or occupations involved, the government departments served, their average hourly wage and monthly salary, their average working hours and number of holidays.
- (b) Has the Government conducted any study on the benefits and rights of workers hired by government service contractors to examine whether the contractors should be required to provide other employees' benefits or allowances in addition to ensuring that workers' average monthly salaries are not lower than those of similar industries and posts in the market?

Asked by: Hon CHIANG Lai-wan (Member Question No. 21)

Reply:

The information sought is provided as follows:

- (a) Individual bureaux and departments are responsible for their own procurement of services to meet operational needs, and for administering and overseeing the related service contracts. The Labour Department does not have information on the services procured by various bureaux/departments and the employment terms of the employees concerned.
- (b) Following the implementation of Statutory Minimum Wage (SMW) on 1 May 2011, government service contractors are required to pay at least the SMW rate in engaging workers and to provide one paid rest day in every seven days for the non-skilled workers employed. Specifications of other service contracts are decided by the procuring bureaux and departments. The Government has no plan at the present stage to conduct studies on the employment rights and benefits of employees engaged by government service contractors.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0636)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide details of the approach, estimated expenditure, staff establishment, expected effectiveness, etc. of the promotion for the newly enacted legislation on paternity leave (PL).

Asked by: Hon CHIANG Lai-wan (Member Question No. 23)

Reply:

To tie in with the implementation of statutory PL, relevant publicity efforts in 2015-16 include: broadcasting Announcements in the Public Interest through radio; widely distributing leaflets; displaying posters at various locations; conveying relevant messages through Labour Department's (LD) homepage; placing advertisements in periodical journals of major employers' associations and trade union federations; organising briefings for the public; staging roving exhibitions in different districts; and carrying out promotion through employers' network of nine industry-based Tripartite Committees and 18 Human Resources Managers' Clubs covering various trades and industries. LD will collect feedback from various stakeholders from time to time to assess the effectiveness of its promotional work.

In 2015-16, the estimated expenditure for promoting statutory PL is about \$400,000. The promotional work on statutory PL is absorbed by the staff in relevant divisions of LD. The manpower and staff costs involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0641)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in the Programme that the actual number of labour disputes and claims handled by the Labour Department (LD) has decreased from 17 585 in 2013 to 15 832 in 2014, while the percentage of labour disputes and claims resolved through conciliation has decreased from 74.3% in 2013 to 73.4% in 2014. Would the Government explain the reasons for the decrease in the figures?

Asked by: Hon CHIANG Lai-wan (Member Question No. 28)

Reply:

LD provides voluntary conciliation service to assist employers and employees to handle their disputes and claims. The number of cases seeking conciliation service is in essence demand-driven. The number of labour disputes and claims handled in the year is, in general, determined by factors such as the prevailing economic environment and labour market situation. Whether a case can be resolved through conciliation depends on the wishes of the parties concerned. Benefiting from the favourable economic environment and stable labour market in Hong Kong, the number of labour disputes and claims handled by LD has decreased from 17 585 in 2013 to 15 832 in 2014. The rate of the cases having been successfully brought to settlement was over 70%, though slightly lower than the previous year by less than one percentage point.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0642)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Programme that the Labour Department (LD) provides free employment service to all job seekers. Among them, the actual number of registered able-bodied job seekers and placements have dropped from 82 748 and 156 727 in 2013 to 75 314 and 151 536 in 2014 respectively, indicating a decrease in service usage. Would the Government advise this Committee on:

- (a) the reasons for the decrease in service usage;
- (b) whether it has considered measures to enhance the effectiveness of the service so as to provide better service for job seekers.

Asked by: Hon CHIANG Lai-wan (Member Question No. 29)

Reply:

The information sought is provided as follows:

- (a) The local employment market has remained buoyant. The overall unemployment rate decreased from 3.4% in 2013 to a low level of 3.1% to 3.3% in 2014. Hence, the number of job seekers seeking employment assistance from LD dropped accordingly. Besides, job seekers could obtain vacancy information and make job applications to employers direct through LD's "Interactive Employment Service" (iES) website and mobile applications without registration, while some job seekers registered with LD could secure placements through other channels. As a result, there was a slight decrease in the numbers of registered able-bodied job seekers and placements secured by LD in 2014.
- (b) LD will continue to review and enhance the effectiveness of its employment service from time to time with a view to providing appropriate service for job seekers. For instance, to strengthen employment support for job seekers living in the remote districts, LD set up the 13th job centre in Tung Chung in 2014. In parallel, having regard to the

need of job seekers, LD enhances the information and functions provided at the “iES” website and mobile applications from time to time. Moreover, vacancy search terminals are installed at various locations of the territory to provide job seekers with employment and vacancy information, simple job matching service, etc. to facilitate the dissemination of employment information and increase the chance of job seekers in securing employment. For job seekers with employment difficulties, they can opt to meet the employment advisors in job centres to obtain personalised employment advisory service or participate in various employment programmes to enhance employability. To strengthen the service for job seekers in the construction industry, LD will also establish a construction industry recruitment centre in the second half of 2015-16.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0643)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Programme has mentioned “promoting elderly-friendly work environment to encourage elderly employment”. There are views in the community that the Government should conduct a comprehensive review on the existing legislation on the age limit of industry personnel. Would the Government advise this Committee on the following:

- (a) The occupations which are currently subject to a statutory retirement age and the requirements concerned; whether it has compiled statistics on such occupations in relation to the average retirement age in the past three years, the number of serving employees, as well as the number and percentage of those employees expected to be retiring within the coming three years;
- (b) Given that elderly persons of the present age generally have better health conditions than those in the past, and that technological advancements have rendered many occupations less physically demanding than in the past, whether it has plans to conduct a review and industry consultations on whether the statutory retirement ages of various occupations still suit the present circumstances, so as to explore whether there is room for upward adjustment of the retirement ages; if yes, what are the details; if no, what are the reasons; and
- (c) Whether it has studied and formulated measures to promote elderly-friendly work environment to encourage elderly employment; if yes, what are the details; if no, what are the reasons?

Asked by: Hon CHIANG Lai-wan (Member Question No. 30)

Reply:

The information sought is provided as follows:

- (a) & (b) Under the Security and Guarding Services Ordinance (Cap. 460), there are four categories (A, B, C and D) of Security Personnel Permits (SPP). Category B SPP

covers a wide range of security services. Its holders may perform guarding work in respect of any persons, premises or properties. Category C SPP is required for performing guarding work which requires the carrying of arms and ammunition. Taking into consideration the requirements of these two types of guarding work in respect of the physical ability and alertness of the practitioners, as well as their social importance, the upper age limits for Categories B and C SPP are set at the age of 65 and 55 respectively. At present, there are 262 700 and 1 500 Categories B and C holders respectively. Among them, there are about 22 899 Category B SPP holders aged between 62 and 64, and 68 Category C SPP holders aged between 52 and 54. The Government does not have information on the average retirement age of security personnel.

In line with the Population Policy of extending the working life of citizens and unleashing the potential of local workforce, the Government has proposed to the Security and Guarding Services Industry Authority (SGSIA) to relax the upper age limit of Category B security personnel to 70, and to impose a biennial medical check requirement for holders aged 65 or above. The proposal has obtained the support of SGSIA, though its implementation is subject to Legislative Council's approval.

To ensure navigational safety of non-local vessels within the waters of Hong Kong, the Pilotage Ordinance (Cap. 84) stipulates that all vessels of 3 000 gross tonnage or over and some other specified vessels, while navigating in the waters of Hong Kong, shall be under the pilotage of licensed pilot. An age restriction is imposed on the relevant work considering that a pilot must possess normal vision and is mentally and physically fit. In May 2013, the Ordinance was amended to allow Class I pilots beyond the age of 65 to continue to work in accordance with their licences until the age of 68. The statistics of serving and retired pilots are set out at Annex 1.

Under the Education Ordinance (Cap. 279), a teacher or principal of an aided school shall normally not continue to be employed if he/she has attained the age of 60 years or more before the commencement of the school year. However, the Permanent Secretary for Education may issue to the School Management Committee or Incorporated Management Committee of the aided school concerned permission to continue to employ the teacher or principal aged 60 or above for a period of not more than one school year. The maximum aggregate period for which permission may be issued shall be five consecutive school years. The statistics on teachers of public sector secondary and primary schools are set out at Annex 2.

- (c) The Government has decided to extend the service of civil servants. Starting from June this year, the retirement age for new recruits to the civilian grades will be raised to 65 and that for the disciplined services grades to 60. Flexible measures will be formulated to extend the service of serving civil servants. The Labour Department (LD) will also continue to promote a friendly working environment for mature persons. In connection with this, LD will encourage employers to adopt friendly employment practices for mature persons at workplaces, having regard to the individual circumstances of their companies,

through various publicity channels and a range of educational and promotional activities, which include staging roving exhibitions in various districts throughout the territory, publishing a series of newspaper supplements on enterprises to share their successful experiences in actively engaging mature persons, issuing publications for wide distribution, broadcasting Announcements in the Public Interest and publicising relevant messages through different employers' networks, with a view to encouraging mature persons to stay in or return to the employment market.

Statistics of Serving and Retired Pilots

Serving Pilots

At present, there are a total of 106 licensed pilots and five apprentice pilots in Hong Kong.

Retired Pilots

A total of eight pilots retired in the past three years (i.e. 2012, 2013 and 2014) at an average retirement age of 63.5.

A total of seven pilots are expected to retire in the coming three years (i.e. 2015, 2016 and 2017), which represents 6.6% of the current number of serving pilots.

Statistics on Teachers in Public Sector Secondary and Primary Schools

- A. The total number of teachers and retired teachers as well as the average age of the retired teachers in public sector secondary and primary schools

	2012/13 School year	2013/14 School year	2014/15 [#] School year
Total number of teachers	41 982	41 817	42 218
Number of teachers reported to have retired	777	492	520
Average age of the retired teachers (as at 31 August before the commencement of the respective school year)	58	59	59

Note: The number of teachers and the related statistics include principals. The total number of teachers does not include the number of retired teachers in the respective school year.

[#] Provisional figures

- B. The estimated number of teachers (including principals) who will reach the age of 60 in public sector secondary and primary schools

School year	Number of teachers (percentage)
2015/16 [*] (as at 31 August 2015)	About 540 (1.3%)
2016/17 (as at 31 August 2016)	About 470 (1.1%)
2017/18 (as at 31 August 2017)	About 580 (1.4%)

* The number of teachers (including principals) of 2015/16 school year includes those aged 60 or above.

Notes:

- (1) The above table is compiled based on the teacher data of the 2014/15 school year. The figures are only rough estimates of the number of retired teachers in the respective school years as some teachers may choose to retire before or beyond the age of 60. Besides, the total number and the composition of teachers may be subject to change in the next few years.
- (2) Figures in brackets are the respective percentages to the total number of teachers in the 2014/15 school year.
- (3) The data of the 2014/15 school year are provisional figures.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0644)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Employment (Amendment) Ordinance 2014 on statutory paternity leave (PL) commenced on 27 February 2015. Male employees with child born on or after the commencement date are entitled to three days' PL for the confinement of their spouse/partner if they fulfil other requirements as stipulated in the law. Would the Government advise on the follow-up action after the enactment of legislation on statutory PL, as well as the expenditure and staff establishment involved?

Asked by: Hon CHIANG Lai-wan (Member Question No. 31)

Reply:

To tie in with the implementation of statutory PL, the Labour Department (LD) has launched extensive publicity and promotional activities through various channels since February 2015. These include radio Announcements in the Public Interest, leaflets, posters, LD's homepage, advertisements in periodical journals of major employers' associations and trade union federations, briefings, roving exhibitions and various employers' networks, so as to enhance the awareness and understanding of this new statutory employment benefit among employers, employees and related parties. In 2015-16, the estimated expenditure for the promotion of statutory PL is about \$400,000.

LD will also provide consultation service to individual employers and employees in need on their specific rights and obligations concerning statutory PL, and handle claims involving PL entitlement. LD will closely monitor the actual operation of this employment benefit and review the implementation of statutory PL one year after its coming into operation.

Existing staffs of LD are responsible for the follow-up work after the enactment of legislation on statutory PL. As they handle the work relating to statutory PL among their other duties, the manpower and staff cost involved for such work cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)039

(Question Serial No. 0651)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in the Budget Speech that “the Labour Department (LD) will also continue to employ, on a trial basis, ethnic minority trainees under the Youth Employment and Training Programme (YETP) as employment services ambassadors (ESAs) to provide employment services to other ethnic minority job seekers.” Would the Government advise this Committee on the following:

- (a) the implementation and effectiveness of the recruitment of ethnic minority trainees as ESAs.
- (b) whether it has considered implementing similar programmes in different government departments such as the Social Welfare Department (SWD) and the Police Force to encourage more ethnic minorities to join the government departments and serve the ethnic minorities in the community.

Asked by: Hon CHIANG Lai-wan (Member Question No. 38)

Reply:

The information sought is provided as follows:

- (a) To strengthen the employment services for ethnic minorities, LD launched in September 2014 a pilot “Employment Services Ambassador Programme for Ethnic Minorities”, under which ethnic minority trainees of the YETP were employed as ESAs for six months. Among the first batch of 15 ethnic minority trainees, 11 have successfully completed the six-month on-the-job training. The remaining four trainees resigned before contract expiry to take up other jobs or pursue further studies. As the initial response to the pilot project has been positive, LD launched phase two of the project in March 2015.
- (b) Apart from LD, other departments have also employed non-ethnic Chinese having regard to their own operational needs. For example, the Police Force and SWD have

hired non-ethnic Chinese as Police Community Liaison Assistants and Welfare Support and Liaison Assistants respectively.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0781)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to the productivity assessment mechanism for persons with disabilities under the Minimum Wage Ordinance (Cap. 608) (MWO), would the Government advise this Committee on:

- (a) the number of persons undergoing the assessment since the implementation of Statutory Minimum Wage (SMW) (calculated on a yearly basis);
- (b) the lower quartile, median, average and upper quartile of the jobs after assessment (with a breakdown by industry); and
- (c) whether the Government has considered offering subsidy to persons with disabilities so that they can receive the minimum wage. Has the Government assessed the number of recipients if the measure is implemented? What is the expenditure involved?

Asked by: Hon HO Chun-yan, Albert (Member Question No. 5)

Reply:

The information sought is provided as follows:

- (a) Since the implementation of SMW on 1 May 2011 and up to 28 February 2015, a total of 433 assessments were completed under the MWO, with yearly breakdown provided below:

Year	No. of assessments
2011 (May to December)	170
2012	110
2013	69
2014	74
2015 (January to February)	10
Total	433

- (b) Employees with disabilities whose productivity may be impaired by their disabilities may choose to have their productivity assessed and be remunerated at no less than a wage rate to be calculated by multiplying the assessed degree of productivity with the latest SMW rate in force. Of the above 433 assessments, the lower quartile, median, average and upper quartile of the assessed degree of productivity with breakdown by industry are provided below:

Industry	Assessed degree of productivity			
	Lower quartile	Median	Average	Upper quartile
Manufacturing	60%	65%	67%	74%
Import/export trade, wholesale and retail	60%	70%	71%	85%
Accommodation and food services	65%	70%	72%	80%
Transportation, storage, postal and courier services	50%	78%	74%	85%
Financing, insurance, real estate, professional and business services	70%	78%	77%	88%
Public administration, social and personal services	62%	74%	73%	81%
Others	65%	75%	75%	82%
Overall	64%	71%	72%	81%

- (c) The Government is committed to promoting the employment of persons with disabilities. The objective is to help and support persons with disabilities to find appropriate jobs on the basis of their abilities rather than their disabilities, and to have their rights, capabilities and contributions duly recognised in an inclusive society. In this connection, the Government strives to provide a series of appropriate employment training and support services for persons with disabilities. The Government also facilitates and encourages employers to employ persons with disabilities through various forms of measures so as to create an inclusive working environment. The Government at present has no plan to provide wage subsidy for persons with disabilities.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0782)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding implementing integrated employment services at the “Employment in One-stop” (EOS) in Tin Shui Wai to enhance employment support to job seekers, please provide the following information: the specific details of work of the employment and training centre and the expenditure involved in 2013-14 and 2014-15; the specific details of work of the employment and training centre and the expenditure involved in 2015-16; whether the Government will assess the effectiveness of EOS; the details if an assessment is to be made or the reasons for not doing so; and the number of beneficiaries, and a breakdown of the placements by occupation since the setting up of the centre.

Asked by: Hon HO Chun-yan, Albert (Member Question No. 6)

Reply:

EOS in Tin Shui Wai provides free recruitment and employment services to employers and job seekers. Apart from providing a full range of semi-self-help job search facilities and employment services available at job centres of the Labour Department (LD), EOS also provides enhanced services such as the assessment of job seekers’ employment needs through a needs assessment tool for provision of tailor-made employment services; and the provision of case management and employment support services by registered social workers to job seekers with special employment difficulties and recipients of Comprehensive Social Security Assistance (CSSA) referred by the Social Welfare Department (SWD). In addition, EOS co-organises with the Employees Retraining Board (ERB) training activities for enhancing the job search skills of job seekers. The expenditure for operating EOS in 2013-14 was about \$8.5 million (excluding staff cost) and the revised estimated expenditure in 2014-15 was \$9.1 million (excluding staff cost).

In 2015-16, EOS will continue to provide free recruitment and employment services to employers and job seekers with enhanced services. Case management and employment support services will also be provided to job seekers with special employment difficulties and CSSA recipients referred by SWD. LD will continue its collaboration with ERB in organising training activities for enhancing the job search skills of job seekers. The

estimated expenditure for operating EOS in 2015-16 is about \$8 million (excluding staff cost).

LD has been closely monitoring the performance of EOS on the basis of the number of visitors, job seekers registered, job referrals made, placements secured, recruitment activities organised and users' satisfaction with the services provided. In mid-2014, LD conducted an initial review of the effectiveness of EOS based on its actual operating experience and the relevant data and information collected in the past two years. The review findings were reported to the Legislative Council Panel on Manpower on 17 July 2014. The initial review found that EOS had effectively assisted job seekers in securing employment while enhancing labour market efficiency, and most of the service users were satisfied with the services and facilities provided at EOS. Therefore, EOS will continue with the existing modus operandi during the short-term extension of the project's service period. LD will continue to closely monitor the overall performance of EOS, and a comprehensive review will be conducted in due course to decide the way forward.

EOS was set up in December 2011. From 2012 to 2014, a total of 198 946 visitors and 29 561 registered job seekers were recorded. Among them, 2 262 job seekers with special employment difficulties, including 2 161 unemployed able-bodied CSSA recipients referred by SWD, were provided with case management and employment support services.

Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies via LD. From 2012 to 2014, EOS made 26 677 job referrals and secured 5 158 placements through referral services. A breakdown of these placements by occupation is provided below:

By occupation

Occupation	No. of placements
Managers and administrators	18
Professionals and associate professionals	359
Clerical support workers	871
Service workers	1 117
Shop sales workers	555
Skilled agricultural and fishery workers	20
Craft and related workers	141
Plant and machine operators and assemblers	167
Elementary occupations	1 853
Others	57
Total	5 158

Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers who have found work through direct application are not required to report their placements to LD. Therefore, LD does not have information on the placement rate and occupation profile of these job seekers.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0785)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated that elderly-friendly work environment will be promoted to encourage elderly employment. What are the details and expenditure involved? What are the existing policies or measures for promoting elderly-friendly work environment? How effective is the plan?

Asked by: Hon HO Chun-yan, Albert (Member Question No. 9)

Reply:

The Labour Department (LD) will promote a friendly working environment for mature persons through various publicity channels and a range of educational and promotional activities with a view to encouraging mature persons to stay in or return to the employment market. These activities include: staging roving exhibitions in various districts throughout the territory to introduce to the public friendly employment practices for mature persons; publishing a series of news supplements on enterprises to share their successful experiences in actively engaging mature persons for the purpose of easing employers' concerns over employing mature persons; issuing widely distributed publications on the benefits of the relevant practices to both employers and employees; broadcasting Announcements in the Public Interest to enhance public awareness of friendly treatment of mature persons in employment; and publicising relevant messages through the employers' network of nine industry-based Tripartite Committees and 18 Human Resources Managers' Clubs covering various trades and industries to encourage employers to adopt friendly employment practices for mature persons at workplaces, having regard to the individual circumstances of their companies.

In 2015-16, the estimated expenditure for promoting friendly employment practices for mature persons is about \$400,000. LD will collect feedback from various stakeholders from time to time to help assess the effectiveness of its promotional work and will adjust the promotional strategy accordingly.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0786)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What is the number of ethnic minorities currently participating in the Youth Employment and Training Programme (YETP)? What positions do they mainly hold? It is mentioned in the Budget Speech that ethnic minority trainees under YETP will be employed as employment services ambassadors (ESAs). What are the details? What is the expenditure involved?

Asked by: Hon HO Chun-yan, Albert (Member Question No. 10)

Reply:

YETP operates on the basis of programme year, running from September each year to August of the following year. In the 2014/15 programme year (up to February 2015), 26 ethnic minority trainees participated in YETP. Those who received on-the-job training were engaged in clerical support or craft work.

To further strengthen the employment services for ethnic minorities, the Labour Department (LD) launched in September 2014 a pilot "Employment Services Ambassador Programme for Ethnic Minorities", under which ethnic minority trainees of the YETP were employed as ESAs for six months. The first batch of 15 ethnic minority trainees employed were assigned to work in LD's job centres. Their main duties were to assist in handling enquiries from job seekers, in particular ethnic minority, on employment services of LD, and help them use various facilities in job centres; to render on-site support in job fairs organised by LD; to assist in establishing and maintaining contact with members of the ethnic minority communities to promote the employment services of LD; and to conduct questionnaire surveys and follow-up with ethnic minority job seekers on their employment situation. The expenditure for providing on-the-job training for the first batch of ethnic minority ESAs was about \$920,000. In view of the positive response, LD launched phase two of the pilot project in March 2015, employing more than ten ethnic minority trainees. The estimated expenditure for the pilot project in 2015-16 is about \$1.65 million.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0787)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated that the Government will enhance the post-placement support services for job seekers with disabilities by extending the follow-up period to six months. What are the details and expenditure involved? Will this enhanced service be extended to cover ethnic minorities?

Asked by: Hon HO Chun-yan, Albert (Member Question No. 11)

Reply:

The Labour Department (LD) provides personalised employment services to help job seekers with disabilities who are fit for open employment find suitable jobs. To strengthen support for employers and help employees with disabilities adapt to their new jobs, LD will enhance the post-placement follow-up service for job seekers with disabilities by extending the service period from three months to six months. During the follow-up period, placement officers will keep track of the work progress of employees with disabilities by maintaining closer contacts with them so as to help them adapt to their work as soon as possible. Placement officers will also provide more intensive support services for employers to assist them to better understand the particular needs of their employees with disabilities and help both parties build up good working relationship. This enhanced follow-up service will also cover ethnic minority job seekers with disabilities.

LD will create three Assistant Labour Officer II posts to deal with the increased workload arising from the implementation of the new measure. The additional annual expenditure is about \$1.24 million.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0788)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government stated that it would enhance the understanding of employers and foreign domestic helpers (FDHs) on their statutory and contractual rights and obligations. What were the details and expenditure involved? After implementation of related plans, did the Government seek the views of employers and FDHs? If yes, what were their views? Does the Government have any measures to deal with the intermediaries placing FDHs? If yes, what are the details? If no, what are the reasons?

Asked by: Hon HO Chun-yan, Albert (Member Question No. 12)

Reply:

The Labour Department (LD) organises from time to time publicity and educational activities targeting FDHs and their employers to assist them in understanding their respective rights and obligations under the Employment Ordinance and the standard employment contract, the consequences of non-compliance, etc. These activities include: production of practical guides, leaflets and posters in FDHs' mother languages and wide distribution of relevant publications at places including the airport (for newly-arrived FDHs through non-government organisations), the consulates concerned and offices of various government departments. These publicity materials are also uploaded to LD's website for public viewing. Besides, LD stages roving exhibitions and produces leaflets specifically for employers and broadcasts television and radio Announcements in the Public Interest, so as to raise employers' awareness of their obligations.

LD has strengthened its publicity and educational efforts since last year. Apart from placing more advertisements in local Indonesian and Filipino newspapers and increasing the frequency of staging information kiosks at FDHs' popular gathering places on Sundays, information on ways to deal with situations of intrusion of personal safety, channels for lodging complaints, etc. is also provided through our publicity and educational activities in order to increase FDHs awareness of safeguarding themselves. LD also reminds employers of their obligations and the need to treat FDHs well through the new television and radio Announcements in the Public Interest.

Since last year, LD has intensified collaboration with the consulates of major FDH-exporting countries in Hong Kong by participating in briefings for newly-arrived FDHs and cultural events organised by these consulates from time to time to promote among FDHs the important information on employment rights and ways to seek redress from Government channels. LD also distributes information packs, booklets and information cards with points to note to FDHs working in Hong Kong. Besides, the Government has established a regular liaison mechanism with the consulates concerned for information sharing and coordination of related educational and publicity activities.

In 2015-16, LD's estimated expenditure for carrying out the aforesaid publicity activities is \$2.29 million. Additional resources will be allocated to cover additional expenditure incurred in these activities as appropriate. LD will collect feedback from various stakeholders and relevant groups from time to time to assess the effectiveness of its publicity work.

As regards monitoring of employment agencies (EAs), LD has been conducting more frequent inspections to EAs and strengthening liaison and information sharing with consulates of major FDH-exporting countries. The Government is also planning to introduce a code of practice (CoP) for EAs and will consult stakeholders on the proposed CoP.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0789)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in paragraph 139 of the Budget that employers are encouraged to introduce more flexible working arrangements. Is the promotion of flexible working hours included? If no, what are the reasons? Apart from the measures mentioned in the report, how will the Government implement more flexible working arrangements? What is the expenditure involved?

Asked by: Hon HO Chun-yan, Albert (Member Question No. 13)

Reply:

The Labour Department (LD) has been promoting family-friendly employment practices (FFEP), which include encouraging employers to implement flexible working hours, adopting five-day work week and allowing employees to take special casual leave where necessary, through a wide range of publicity channels and various educational and promotional activities. In 2015-16, LD will enhance its publicity and education efforts in publicising FFEP by publishing a series of news supplements on enterprises to share their successful experiences in implementing FFEP, so as to promote flexible working arrangements such as work from home, job sharing and offering part-time jobs. The series will be compiled into a casebook for wide distribution to related parties to encourage more employers to adopt FFEP. Furthermore, on top of the existing general guidelines on FFEP, LD will collaborate with employers and employees in the catering industry to devise industry-based practical guidelines in implementing FFEP for reference of employers in the catering industry, with a view to cultivating a family-friendly working environment. In 2015-16, the estimated expenditure for promoting FFEP is about \$835,000.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0790)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What is the expenditure on family-friendly policies for 2015-16? What are the details of work? This year's estimated expenditure has made no mention of family-friendly policies. Does it mean that the Government will reduce expenditure on these policies?

Asked by: Hon HO Chun-yan, Albert (Member Question No. 14)

Reply:

The Labour Department (LD) has all along been acting as a facilitator in promoting family-friendly employment practices (FFEP) through educational and promotional activities. In 2015-16, LD will enhance its publicity and education efforts in publicising FFEP by publishing a series of news supplements on enterprises to share their successful experiences in implementing FFEP. This would help promote flexible working arrangements such as work from home, job sharing and offer of part-time jobs. The series will be compiled into a casebook for wide distribution to related parties to encourage more employers to adopt FFEP. Furthermore, on top of the existing general guidelines on FFEP, LD will collaborate with employers and employees in the catering industry to devise industry-based practical guidelines in implementing FFEP for reference of employers in the catering industry, with a view to cultivating a family-friendly working environment. The estimated expenditure for the above publicity activities in 2015-16 is about \$835,000, which is more than the expenditure of \$760,000 in 2014-15.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0791)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the review on the definition of continuous employment under the Employment Ordinance (Cap. 57) (EO), what were the work details in 2014-15? What was the expenditure involved? What are the work details and expenditure involved in 2015-16? Will a timetable for the review be drawn up? If yes, what are the details? If no, what are the reasons?

Asked by: Hon HO Chun-yan, Albert (Member Question No. 15)

Reply:

Having regard to the labour sector's concerns over the continuous contract requirement under the EO, the Labour Department (LD) has reviewed the requirement and put forth various approaches of improvement for the consideration of the Labour Advisory Board (LAB). Employer and employee members of LAB have subsequently conducted several rounds of in-depth discussions to examine the pros and cons as well as the feasibility of these approaches. However, the employer and employee members have their own concerns over the different approaches after consulting their respective organisations, and no consensus has been reached at this stage. LD will keep in view LAB representatives' views and proposals and revisit this at LAB at an opportune time.

The review on continuous contract requirement was conducted by existing staff in LD. The staff cost involved was absorbed by LD and could not be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0792)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the number of ethnic minority job seekers registered with the job centres of the Labour Department (LD) for employment services in the past three years? What was the placement rate? What is the number of ethnic language-speaking staff currently working at each job centre? Has the Government assessed whether the manpower arrangement can meet the employment needs of the ethnic minority job seekers? Will additional resources be allocated to recruit more staff? If yes, what are the details and the expenditure involved? If no, what are the reasons?

Asked by: Hon HO Chun-yan, Albert (Member Question No. 16)

Reply:

In 2012, 2013 and 2014, there were 981, 787 and 901 ethnic minority job seekers respectively registered for employment services at LD's job centres. The corresponding numbers of placements secured through LD's referral services were 61, 57 and 65. Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies via LD. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers who found work through direct application are not required to report their placements to LD. Therefore, LD does not have the figures on the placement rate.

To strengthen the employment services for ethnic minorities, LD has employed 15 ethnic language speaking-trainees of the Youth Employment and Training Programme, who can also speak Chinese or English, to work as employment services ambassadors (ESAs) at job centres for six months under the pilot "Employment Services Ambassador Programme for Ethnic Minorities". As the initial response to the pilot project has been positive, LD launched phase two of the project in March 2015. LD will consider the way forward of the project in light of the actual operating experience and review findings. These trainees are from Pakistan, India, Nepal, Thailand and the Philippines. LD has earmarked \$1.65 million for the implementation of the project in 2015-16 to cover salary and training allowance for the ethnic minority ESAs, expenditure for training programmes, etc. In

addition, LD has made arrangements with non-governmental organisations to provide over-the-phone simultaneous interpretation service, as necessary, for job seekers who do not speak Chinese or English.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0793)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the total number of wage default cases received in the past three years? What were the details? What were the longest period of wage default and the amount involved? What was the average time taken from investigation to conviction for the offence cases? Among these cases, what was the highest penalty imposed by the court? Has the Government assessed the deterrent effect of penalties to prevent other employers from defaulting on wage payment?

Asked by: Hon HO Chun-yan, Albert (Member Question No. 17)

Reply:

In 2012, 2013 and 2014, the numbers of labour disputes, claims and reported cases related to wage default handled by the Labour Department (LD) were 5 864, 5 545 and 5 409 respectively. LD does not keep statistics on the period of wage default and the amount involved. Quite a significant portion of the wage claims and reported cases involved disputes on facts or law points and might not necessarily amount to wage offences under the Employment Ordinance (EO).

If LD detects any suspected wage offences under the EO in the course of conciliation, the employees concerned will be invited to provide further information and investigation will be initiated. LD needs to collect extensive and thorough evidence for suspected wage offences, and will institute prosecution action after securing sufficient evidence and seeking relevant legal advice. The time required for investigation and prosecution of offences is determined by a number of factors, such as the complexity of individual cases, the number of defendants and witnesses involved, whether there is conflicting evidence among the parties, the plea of the defendants, etc. The exact time required for investigation and prosecution varies from case to case and cannot be generalised.

From 2012 to 2014, LD issued a total of 1 725 summonses in respect of wage offences, of which 1 272 were convicted. During the same period, the highest fine imposed by the court on a single wage offence case was \$320,000. Besides, four employers and three company directors convicted of wage offences were sentenced to imprisonment, with three months' immediate imprisonment being the highest term. Another two employers and three company directors were sentenced to community service orders. The penalties imposed on wage offences reflect that the court takes such offences seriously, and this will help bring deterrent effect on employers.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0795)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Does the Government have any data showing the percentage of Lantau Island residents who work in the same district? What is the percentage of Airport Island employees who are from Lantau Island? If such data are not available, will any study or survey be conducted in this regard? If yes, what are the details and expenditure involved? If no, what are the reasons?

Asked by: Hon HO Chun-yan, Albert (Member Question No. 19)

Reply:

According to the 2011 Population Census of the Census and Statistics Department (C&SD), among the working population of 41 295 who resided on Lantau Island (including six Islands District Council Constituency Areas, namely Lantau, Yat Tung Estate North, Yat Tung Estate South, Tung Chung North, Tung Chung South and Discovery Bay) with fixed place of work, 15 261 (37.0%) worked on Lantau Island. C&SD does not have statistics on the working population who worked on the airport island.

The Labour Department has set up a job centre in Tung Chung in 2014 to strengthen employment support to job seekers in the district and to facilitate Lantau Island residents to find employment within the district. The Tung Chung Job Centre will continue to maintain close contact with employers, organisations and groups, etc. in the district so as to understand local job seekers' employment situation in the district and the needs of employers and employees on employment services.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1570)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) will continue to employ, on a trial basis, ethnic minority trainees under the Youth Employment and Training Programme as employment services ambassadors to provide employment services to other ethnic minority job seekers.

Would the Government advise this Committee on:

- (a) the estimated expenditure on the project in 2015-16 and the per capita expenditure on employment of ethnic minority trainees;
- (b) the number of ethnic minority job seekers assisted since the launch of the project;
- (c) the number of ethnic minority job seekers securing employment under the project.

Asked by: Hon IP LAU Suk-ye, Regina (Member Question No. 36)

Reply:

The information sought is provided as follows:

- (a) The estimated expenditure on the pilot "Employment Services Ambassador Programme for Ethnic Minorities" in 2015-16 is about \$1.65 million, which includes payments for the salary and benefits of ethnic minority trainees, expenditure for training programmes, training allowance for the trainees, etc. The per capita expenditure on employment of ethnic minority trainees is estimated to be about \$58,000.
- (b)&(c) The pilot project was launched in September 2014, providing the first batch of 15 ethnic minority trainees with six-month employment and on-the-job training opportunities. During this six-month employment period, the ethnic minority trainees were responsible for assisting in communication with ethnic minority job seekers and providing relevant assistance at job fairs. From the launch of the

project up to end-December 2014, a total of 266 ethnic minority job seekers registered for LD's employment services, of whom 26 secured employment through LD's referral services. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers, including the ethnic minorities. Job seekers who found work through direct application are not required to report their placements to LD. Therefore, LD does not have the number of ethnic minority job seekers who have secured employment through direct application.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0303)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Working Holiday Scheme (WHS), would the Government provide the following information:

- (a) In each of the past three years (i.e. 2012-14), how many WHS applications were received from Hong Kong youths? What is the percentage share of successful applicants who had been granted visas (with a breakdown of the figures by year, gender, age and country)?
- (b) In each of the past three years (i.e. 2012-14), among the requests for assistance made to the Immigration Department (ImmD) or Chinese Embassies or Consulates-General in the places covered by WHS through the Assistance to Hong Kong Residents 24-Hour Hotline, how many involved WHS participants (with a breakdown by year, country and type of request for assistance)?
- (c) In each of the past three years (i.e. 2012-14), how many fatal and injury cases involving WHS participants were received (with a breakdown by year, country, cause of accident and type of injury)? Did the Government conduct any survey on the number of participants who had taken out suitable insurance before departure and claims lodged during the trip or after returning to Hong Kong? If yes, what are the details? If no, will such surveys be conducted?
- (d) While exploring the signing of WHS with more overseas economies, will publicity (including providing young people interested in participating in WHS with more relevant information, such as points to note, information on seeking help in foreign places and job search methods, etc.) be stepped up? If yes, what are the details of the publicity work and the estimated expenditure involved? If no, what are the reasons?

Asked by: Hon KWOK Wai-keung (Member Question No. 10)

Reply:

The information sought is provided as follows:

- (a) Based on the information provided by the governments of WHS *partner economies*, a breakdown of the number of Hong Kong youths that were granted working holiday visas is set out at Annex. The governments of *partner economies* did not provide data on unsuccessful visa applications and the breakdown of the information requested.
- (b)&(c) The Hong Kong Special Administrative Region (HKSAR) Government does not keep such breakdowns. There is no plan to conduct such surveys.
- (d) The HKSAR Government has been striving to promote WHS through various channels, including organising talks, setting up relevant webpages and producing publicity materials such as posters, pamphlets and postcards for distribution in various government organisations, public places and tertiary institutions. In the coming year, the Labour Department (LD) will enhance promotion of WHS, and plan to explore the establishment of new WHS arrangements with more economies and increase the number of working holiday visas with the governments of our partner economies, so as to offer more choices to our youths.

In addition to promoting WHS, the Government is committed to raising participants' safety awareness and appeals to all participants that, regardless of which WHS they join, they should take out medical insurance to cover possible related costs incurred abroad. In formulating WHS bilateral arrangements with our partner economies, the HKSAR Government has taken into account the protection afforded to WHS participants. At present, nine out of the ten economies that have established bilateral WHS arrangements with Hong Kong, namely New Zealand, Ireland, Germany, Japan, Canada, Korea, France, the United Kingdom and Austria, have specified that applicants are required to take out suitable medical (including repatriation), hospitalisation and/or liability insurance before departure to cover possible related costs incurred abroad, failing which they will not be granted working holiday visas. For Australia whose WHS bilateral agreements signed with other jurisdictions do not contain any requirement for insurance coverage, the Australian authorities consider that the provisions in the bilateral arrangement with Hong Kong should align with them and hence there is no provision requiring applicants to take out insurance policy during their stay in Australia. However, the Australian authorities have included in the application form and other publicity materials a reminder to applicants on taking out suitable medical (including repatriation), hospitalisation and/or liability insurance. WHS participants are advised to contact the relevant consulates in Hong Kong before departure so as to have a better understanding of local legislation and situation of their destinations for good preparation.

HKSAR residents abroad, including WHS participants, may approach the relevant Chinese Embassies/Consulates for assistance, or call the 24-hour hotline of the Assistance to Hong Kong Residents Unit (AHU) of ImmD at (852)1868 in case of accidents. The Chinese Embassies/Consulates concerned and AHU will provide suitable assistance according to the circumstances of the case, such as re-issuing travel documents, contacting families, referring the case to local lawyers, doctors

or interpreters, and liaising with the local authorities, etc. If the case warrants assistance from other government departments or organisations, AHU will also do its best to coordinate and follow up the case.

In 2014-15, LD spent approximately \$170,000 on WHS publicity. LD has earmarked approximately \$160,000 for WHS publicity work in 2015-16.

Partner economies	Number of visas granted		
	2012	2013	2014
New Zealand	404 ¹	401 ¹	403 ⁴
Australia	9 354	12 625	10 511
Ireland	100	100	100
Germany	150 ²	150 ²	150 ⁵
Japan	270	259	256
Canada	198	200	300
Korea	98	169	274
France	-	67 ³	65
United Kingdom	-	-	1 054

- Note: ¹ Statistics from April of the year to March of the following year
² Statistics from July of the year to June of the following year
³ Statistics from July to December of the year
⁴ Statistics from April to December of the year
⁵ Statistics from July to December of the year
- Scheme not yet in operation

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0304)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations (2) Employment Services
(3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the current state of the retail industry, would the Government provide the following information:

- (a) The number of job vacancies in the retail industry in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year, job nature, mode of employment and salary level);
- (b) The number of employed persons in the retail industry in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year, gender, age group, job nature, mode of employment and salary level);
- (c) The number of underemployed persons and the underemployment rate in the retail industry in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year, gender and age group);
- (d) The number of unemployed persons and the unemployment rate in the retail industry in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year, gender and age group);
- (e) The median wage and its year-on-year rate of change, wage index and median weekly working hours in the retail industry in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year);
- (f) The number of cases of occupational diseases and industrial accidents in the retail industry in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year and cause of occupational diseases/industrial accidents); and
- (g) In 2015-16, will the Government allocate additional resources to training bodies to increase training opportunities for relevant industry practitioners? Does the Government have any specific measures to encourage employers to improve the

welfare benefits and working environment of employees as well as attract more local workers and reduce the wastage rate? If yes, what are the details and expenditure involved? If no, what are the reasons?

Asked by: Hon KWOK Wai-keung (Member Question No. 11)

Reply:

The information sought is provided as follows:

(a)-(e) Based on the information provided by the Census and Statistics Department (C&SD):

The statistics on the number of job vacancies in the retail industry are listed at Annex 1. C&SD does not collect the number of job vacancies by job nature, mode of employment and salary level;

Statistics on the number of employed persons, underemployed persons and underemployment rate in the retail industry by gender, age group, full-timer and part-timer are listed at Annex 2. C&SD does not collect figures on the job nature, mode of employment and salary level;

Statistics on the number of unemployed persons and unemployment rate in the retail industry by gender and age group are listed at Annex 3; and

Statistics on the median wage and its year-on-year rate of change, index of payroll per person engaged and median weekly working hours in the retail industry are listed at Annex 4.

(f) In 2012, 2013 and the first three quarters of 2014*, there were respectively 2 692, 2 646 and 2 035 occupational injuries in the retail industry. The Labour Department (LD) does not keep a breakdown of these accidents by cause.

In 2012, 2013 and first three quarters of 2014*, there were six, two and four cases of confirmed occupational diseases respectively in the retail industry, as reported under the Employees' Compensation Ordinance. A breakdown of the occupational diseases by year and type is as follows:

	Musculoskeletal	Occupational Infection	Total
2012	4	2	6
2013	2	-	2
First three quarters of 2014*	3	1	4

Note*: Occupational injury statistics are released on a quarterly basis and the latest available statistics are up to the first three quarters of 2014. The occupational injury statistics of the full year of 2014 will be released in April 2015.

- (g) In July 2014, the Finance Committee of the Legislative Council approved a commitment of \$130 million for the implementation of the following measures to support the manpower development of the retail industry:
- (i) an Earn & Learn Pilot Scheme for the Retail Industry rolled out by the Vocational Training Council and the industry in 2014, with Government support of \$70 million. In 2015/16 school year, the total number of places being planned is around 550;
 - (ii) the Retail Technology Adoption Assistance Scheme for Manpower Demand Management rolled out in late 2014 to enhance productivity and improve working conditions, with \$50 million from the Government. Applications would be further invited in 2015-16 from eligible enterprises, each for a maximum funding of \$50,000; and
 - (iii) a promotion campaign for the retail industry will be launched in 2015-16 to help outside parties correctly understand the industry and to raise its image with a view to recruiting a quality labour force. The relevant provision in total is \$10 million.

In addition, the Labour Department (LD) will continue to promote and share good people management practices, and organise large-scale and district-based thematic job fairs in 2015-16 for the retail industry. LD will also continue to provide dedicated recruitment services for the retail industry through the Recruitment Centre for the Retail Industry. In 2015-16, the Employees Retraining Board plans to provide 1 600 training places for courses related to the retail industry.

Number of job vacancies in the retail industry in 2012, 2013 and 2014

Year	Average number of vacancies
2012 [#]	7 897
2013 [#]	8 755
2014 [#]	9 109

Notes: Vacancies refer to unfilled job openings which are immediately available, and for which active recruitment steps are being taken on the survey reference date.

Vacancy figures of the retail industry do not include those in respect of hawkers and retail pitches (other than market stalls).

(#) Figures refer to averages of the four quarters of the year.

Source: Quarterly Survey of Employment and Vacancies, Census and Statistics Department

**Number of employed and underemployed persons and underemployment rate
in the retail industry in 2012, 2013 and Q1-Q4 2014:
with breakdowns by gender, age group, full-timer and part-timer**

2012

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	123 400	116 600	6 900	1 100	0.8
Female	199 000	173 400	25 600	2 500	1.2
Age Group					
15-below 25	50 100	41 300	8 800	1 200	2.1
25-below 30	45 900	44 000	1 900	400	0.8
30-below 40	75 600	71 100	4 500	600	0.8
40-below 50	74 400	66 100	8 400	600	0.8
50-below 60	58 400	52 300	6 100	600	1.0
60 and above	18 100	15 300	2 800	*	*
Overall	322 400	290 000	32 400	3 500	1.1

2013

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	129 800	121 400	8 400	1 300	0.9
Female	203 500	174 700	28 900	2 200	1.0
Age Group					
15-below 25	51 100	39 400	11 700	1 300	2.3
25-below 30	44 200	42 800	1 400	300	0.6
30-below 40	82 000	76 700	5 300	500	0.6
40-below 50	75 800	68 000	7 800	600	0.8
50-below 60	60 200	52 900	7 300	500	0.9
60 and above	20 100	16 300	3 900	*	*
Overall	333 400	296 100	37 300	3 500	1.0

2014 Q1

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	135 700	129 400	6 400	1 000	0.7
Female	206 300	177 900	28 400	2 200	1.0
Age Group					
15-below 25	49 400	37 400	12 000	1 400	2.7
25-below 30	48 000	45 600	2 400	*	*
30-below 40	87 100	82 000	5 100	600	0.7
40-below 50	75 700	69 400	6 300	*	*
50-below 60	63 200	56 200	7 000	*	*
60 and above	18 700	16 700	2 000	*	*
Overall	342 100	307 300	34 800	3 200	0.9

2014 Q2

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	135 300	124 300	11 000	1 400	1.0
Female	209 300	178 200	31 100	2 400	1.1
Age Group					
15-below 25	48 700	33 000	15 700	1 000	1.9
25-below 30	52 200	49 500	2 700	500	0.9
30-below 40	81 900	76 900	5 000	*	*
40-below 50	79 000	71 300	7 700	600	0.7
50-below 60	64 200	56 200	8 000	1 500	2.3
60 and above	18 600	15 500	3 100	*	*
Overall	344 600	302 400	42 200	3 800	1.1

2014 Q3

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	137 400	126 900	10 500	1 900	1.3
Female	209 300	177 500	31 800	2 500	1.1
Age Group					
15-below 25	51 600	36 600	14 900	1 300	2.4
25-below 30	51 200	49 200	2 000	*	*
30-below 40	82 000	76 500	5 500	500	0.6
40-below 50	77 800	70 000	7 800	700	0.9
50-below 60	64 600	56 800	7 900	1 200	1.8
60 and above	19 500	15 400	4 100	*	*
Overall	346 700	304 500	42 300	4 400	1.2

2014 Q4

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	136 200	125 900	10 300	2 100	1.5
Female	209 400	177 500	31 900	3 000	1.4
Age Group					
15-below 25	48 400	35 200	13 200	1 700	3.2
25-below 30	46 200	44 100	2 100	500	1.1
30-below 40	85 100	78 600	6 500	500	0.6
40-below 50	80 200	71 400	8 800	1 100	1.3
50-below 60	66 300	58 300	8 100	1 200	1.8
60 and above	19 300	15 800	3 500	*	*
Overall	345 600	303 400	42 200	5 100	1.4

- Notes: Annual figures for 2014 are not yet available.
 Individual figures may not add up exactly to the total due to rounding.
 Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling errors and should be interpreted with caution.
- (#) Figures refer to those employed persons who worked 35 hours or longer and those who worked less than 35 hours owing to vacation during the 7 days before enumeration.
 - (@) Figures refer to those employed persons who worked less than 35 hours owing to other reasons during the 7 days before enumeration.
 - (^) Figures refer to those who involuntarily worked less than 35 hours during the 7 days before enumeration and either (i) have been available for additional work during the 7 days before enumeration; or (ii) have sought additional work during the 30 days before enumeration.
 - (*) Figures are not released due to very large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Number of unemployed persons and unemployment rate
in the retail industry in 2012, 2013 and Q1-Q4 2014:
with breakdowns by gender and age group**

2012

	Unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	5 500	4.3
Female	8 300	4.0
Age Group		
15-below 25	4 200	7.8
25-below 30	2 000	4.1
30-below 40	3 200	4.1
40-below 50	2 600	3.3
50-below 60	1 600	2.7
60 and above	*	*
Overall	13 800	4.1

2013

	Unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	5 900	4.3
Female	9 400	4.4
Age Group		
15-below 25	4 600	8.2
25-below 30	2 600	5.5
30-below 40	3 600	4.2
40-below 50	2 400	3.1
50-below 60	1 800	2.9
60 and above	300	1.4
Overall	15 300	4.4

2014 Q1

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	6 600	4.6
Female	8 000	3.7
Age Group		
15-below 25	3 500	6.6
25-below 30	3 200	6.3
30-below 40	2 600	2.9
40-below 50	3 300	4.1
50-below 60	1 500	2.4
60 and above	500	2.7
Overall	14 600	4.1

2014 Q2

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	4 200	3.0
Female	10 900	5.0
Age Group		
15-below 25	3 800	7.2
25-below 30	3 300	6.0
30-below 40	2 300	2.8
40-below 50	2 900	3.5
50-below 60	2 400	3.6
60 and above	*	*
Overall	15 200	4.2

2014 Q3

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	5 700	4.0
Female	9 300	4.2
Age Group		
15-below 25	3 600	6.5
25-below 30	2 500	4.6
30-below 40	3 900	4.5
40-below 50	2 200	2.8
50-below 60	2 600	3.8
60 and above	*	*
Overall	15 000	4.1

2014 Q4

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	5 100	3.6
Female	9 000	4.1
Age Group		
15-below 25	4 200	7.9
25-below 30	3 000	6.1
30-below 40	1 200	1.4
40-below 50	2 400	2.9
50-below 60	2 700	3.9
60 and above	600	3.0
Overall	14 100	3.9

- Notes: Annual figures for 2014 are not yet available.
 Individual figures may not add up exactly to the total due to rounding.
 Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling error and should be interpreted with caution.
- ([^]) As regards unemployed persons by industry, since (i) unemployed persons are classified according to their previous industry which may not necessarily be the one which he/she will enter, and (ii) there is no information on previous industry in respect of first-time job-seekers and re-entrants into the labour force who were unemployed, such figures are not strictly comparable to the overall unemployment and should be interpreted with caution. The number of unemployed persons is rounded to the nearest hundred persons.
 - ([#]) As regards unemployment rate by industry, due to the method of compiling the number of unemployed persons (see note ([^])), such figures are not strictly comparable to the overall unemployment rate and should be interpreted with caution.
 - (*) Figures are not released due to very large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Median wage and its year-on-year rate of change, index of payroll per person engaged,
and median weekly working hours in the retail industry
in 2012, 2013 and 2014**

Year	Median monthly wage* (year-on-year rate of change@)	Nominal index of payroll per person engaged~	Median weekly working hours^
2012	10,300 (+4.2%)	131.3	48.0
2013	10,900 (+6.2%)	140.1	48.0
2014	11,500 (+5.5%)	Not yet available	48.1

- Notes: (*) The definition of wage follows that adopted in the Employment Ordinance. It includes basic wage; commission and tips not of gratuitous nature; guaranteed bonuses and allowances, and overtime allowances. Monthly wages are rounded to the nearest hundred of Hong Kong dollar.
- (~) Payroll includes basic wage; commission and tips not of gratuitous nature; guaranteed bonuses and allowances, as well as other non-guaranteed payments to workers such as discretionary bonuses; overtime allowances and backpay.
- (^) The number of working hours takes into account the definition of hours worked under the Minimum Wage Ordinance. This includes the number of contractual/agreed working hours and the number of overtime hours worked at the direction of employers. Meal breaks which are regarded as working hours according to the employment contract or agreement with the employer are also included in the working hours, irrespective of whether work is provided during the meal break period.
- (@) Year-on-year rate of change is computed using unrounded figures.

Sources: Annual Earnings and Hours Survey and Labour Earnings Survey, Census and Statistics Department

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0305)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations (2) Employment Services
(3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the current state of the food and beverage services, would the Government provide the following information:

- (a) The number of job vacancies in the food and beverage services in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year, job nature, mode of employment and salary level);
- (b) The number of employed persons in the food and beverage services in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year, gender, age group, job nature, mode of employment and salary level);
- (c) The number of underemployed persons and the underemployment rate in the food and beverage services in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year, gender and age group);
- (d) The number of unemployed persons and the unemployment rate in the food and beverage services in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year, gender and age group);
- (e) The median wage and its year-on-year rate of change, wage index and median weekly working hours in the food and beverage services in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year);
- (f) The number of cases of occupational diseases and industrial accidents in the food and beverage services in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year and cause of occupational diseases/industrial accidents); and
- (g) In 2015-16, will the Government allocate additional resources to training bodies to increase training opportunities for relevant industry practitioners? Does the Government have any specific measures to encourage employers to improve the

welfare benefits and working environment of employees as well as attract more local workers and reduce the wastage rate? If yes, what are the details and expenditure involved? If no, what are the reasons?

Asked by: Hon KWOK Wai-keung (Member Question No. 12)

Reply:

The information sought is provided as follows:

(a)-(e) Based on the information provided by the Census and Statistics Department (C&SD):

Statistics on the number of job vacancies in the food and beverage services are listed at Annex 1. C&SD does not collect the number of job vacancies by job nature, mode of employment and salary level;

Statistics on the numbers of employed persons and underemployed persons and underemployment rate in the food and beverage services by gender, age group, full-timer and part-timer are listed at Annex 2. C&SD does not collect figures on the job nature, mode of employment and salary level;

Statistics on the number of unemployed persons and unemployment rate in the food and beverage services by gender and age group are listed at Annex 3; and

Statistics on the median wage and its year-on-year rate of change, index of payroll per person engaged and median weekly working hours in the food and beverage services are listed at Annex 4.

(f) In 2012, 2013 and the first three quarters of 2014*, there were respectively 6 216, 5 740 and 4 203 industrial accidents in the food and beverage services. The Labour Department (LD) does not keep a breakdown of these accidents by cause.

In 2012, 2013 and the first three quarters of 2014*, there were respectively five, eight and eight cases of confirmed occupational diseases in the food and beverage services, as reported under the Employees' Compensation Ordinance. A breakdown of the occupational diseases by year and type is provided as follows:

	Musculoskeletal	Skin	Total
2012	5	-	5
2013	7	1	8
First three quarters of 2014*	8	-	8

Note*: Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first three quarters of 2014. The industrial accident statistics of the full year of 2014 will be released in April 2015.

- (g) In 2015-16, LD will continue its efforts in actively encouraging the industry to adopt good people management practices, which include keeping the working conditions of their staff under review and seeking improvement where appropriate, through organising promotional activities for the Tripartite Committee on Catering Industry and the relevant Human Resources Managers' Club. In addition, LD will collaborate with employers and employees in the industry to devise industry-based practical guidelines in implementing family-friendly employment practices (FFEP) for reference of employers in the catering industry to cultivate a family-friendly working environment with a view to improving the conditions of employment in the industry and attracting and retaining staff. The promotion of good people management measures and FFEP in various industries is an integral part of LD's efforts in promoting harmonious labour relations. LD does not have a separate breakdown of the expenditure involved for organising the above activities.

In addition, LD will continue to provide dedicated recruitment services for the catering industry through the Recruitment Centre for the Catering Industry (the Catering Centre). The Catering Centre displays a large variety of vacancies to enable efficient dissemination of vacancy information to job seekers interested in seeking catering jobs. By providing a free venue where employers can readily stage recruitment activities and job seekers can attend on-the-spot job interviews, it helps speed up the recruitment process. The Catering Centre is co-located with the Recruitment Centre for the Retail Industry and the two Centres share the same pool of financial and manpower resources. In 2015-16, the estimated expenditure for operating the two Centres (excluding staff cost) is about \$630,000 and the number of staff manning the two Centres will be 15.

Separately, the Chinese Cuisine Training Institute and the International Culinary Institute (ICI) established under the Vocational Training Council (VTC) provide Chinese and international culinary training programmes for students and in-service practitioners. The newly established ICI has recruited the first batch of students in the 2014/15 academic year. Starting from 2014-15, the Education Bureau has allocated additional recurrent funding to VTC to subsidise ICI's provision of training opportunities. The funding to be allocated in 2015-16 is about \$17 million.

The Government has also assisted the catering industry to set up an Industry Training Advisory Committee (ITAC) under the Qualifications Framework. In addition to drawing up Specification of Competency Standards for the industry, ITAC strives to attract and nurture practitioners by mapping out clear progression pathways.

In 2015-16, the Employees Retraining Board plans to provide 7 150 training places for courses related to the catering industry.

Number of job vacancies in the food and beverage services in 2012, 2013 and 2014

Year	Average number of vacancies
2012 [#]	10 998
2013 [#]	13 003
2014 [#]	14 435

Notes: Vacancies refer to unfilled job openings which are immediately available, and for which active recruitment steps are being taken on the survey reference date.

(#) Figures refer to averages of the four quarters of the year.

Source: Quarterly Survey of Employment and Vacancies, Census and Statistics Department

**Numbers of employed and underemployed persons and underemployment rate
in the food and beverage services in 2012, 2013 and Q1-Q4 2014:
with breakdowns by gender, age group, full-timer and part-timer**

2012

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	114 300	105 500	8 800	3 000	2.4
Female	109 800	90 300	19 500	2 100	1.9
Age Group					
15-below 25	30 400	23 400	7 000	1 200	3.5
25-below 30	19 500	18 300	1 200	500	2.5
30-below 40	45 000	39 800	5 200	800	1.7
40-below 50	60 900	54 000	6 800	900	1.4
50-below 60	53 200	47 200	6 000	1 400	2.5
60 and above	15 100	13 100	2 000	400	2.3
Overall	224 100	195 800	28 300	5 100	2.2

2013

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	112 100	102 100	10 100	2 800	2.3
Female	118 200	94 800	23 400	1 800	1.5
Age Group					
15-below 25	32 700	22 600	10 100	1 200	3.3
25-below 30	18 900	17 900	1 000	*	*
30-below 40	46 400	41 200	5 300	600	1.2
40-below 50	58 500	50 000	8 500	1 100	1.7
50-below 60	57 200	50 900	6 300	1 300	2.2
60 and above	16 600	14 300	2 400	300	1.5
Overall	230 300	196 900	33 500	4 600	1.9

2014 Q1

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	110 600	100 400	10 200	2 100	1.8
Female	117 500	93 500	24 000	2 500	2.0
Age Group					
15-below 25	34 300	22 500	11 800	1 800	4.9
25-below 30	21 700	20 500	1 200	*	*
30-below 40	45 100	40 100	5 000	900	1.9
40-below 50	56 200	49 200	7 000	800	1.3
50-below 60	54 000	47 800	6 200	700	1.3
60 and above	16 700	13 800	3 000	*	*
Overall	228 100	193 900	34 200	4 500	1.9

2014 Q2

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	126 100	113 900	12 100	2 600	2.0
Female	126 000	99 300	26 700	2 000	1.5
Age Group					
15-below 25	34 700	23 800	10 900	1 000	2.7
25-below 30	23 100	20 800	2 300	*	*
30-below 40	46 400	41 700	4 600	700	1.5
40-below 50	63 600	54 000	9 600	1 000	1.4
50-below 60	66 000	57 900	8 100	1 100	1.6
60 and above	18 300	14 900	3 400	*	*
Overall	252 100	213 200	38 900	4 600	1.7

2014 Q3

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	120 600	106 900	13 700	3 100	2.4
Female	123 900	99 900	24 000	1 500	1.2
Age Group					
15-below 25	33 800	21 800	12 000	1 000	2.7
25-below 30	19 700	19 000	800	*	*
30-below 40	48 700	43 800	5 000	900	1.7
40-below 50	59 100	50 800	8 300	800	1.3
50-below 60	65 200	57 300	7 900	1 400	2.1
60 and above	17 800	14 200	3 600	*	*
Overall	244 400	206 800	37 600	4 600	1.8

2014 Q4

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	122 400	108 600	13 800	3 200	2.5
Female	121 900	94 000	27 900	2 800	2.2
Age Group					
15-below 25	32 700	22 200	10 500	1 500	4.2
25-below 30	22 000	19 800	2 200	*	*
30-below 40	49 400	44 200	5 100	600	1.2
40-below 50	58 600	47 900	10 800	1 100	1.9
50-below 60	62 800	53 900	8 900	2 100	3.1
60 and above	18 800	14 600	4 100	600	2.8
Overall	244 300	202 600	41 700	6 000	2.4

- Notes: Annual figures for 2014 are not yet available.
 Individual figures may not add up exactly to the total owing to rounding.
 Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling error and should be interpreted with caution.
- (#) Figures refer to those employed persons who worked 35 hours or longer and those who worked less than 35 hours due to vacation during the 7 days before enumeration.
 - (@) Figures refer to those employed persons who worked less than 35 hours due to other reasons during the 7 days before enumeration.
 - (^) Figures refer to those who involuntarily worked less than 35 hours during the 7 days before enumeration and either (i) have been available for additional work during the 7 days before enumeration; or (ii) have sought additional work during the 30 days before enumeration.
 - (*) Figures are not released due to very large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Number of unemployed persons and unemployment rate
in the food and beverage services in 2012, 2013 and Q1-Q4 2014:
with breakdowns by gender and age group**

2012

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	7 400	6.1
Female	4 400	3.9
Age Group		
15-below 25	3 700	10.8
25-below 30	1 300	6.3
30-below 40	2 100	4.5
40-below 50	2 200	3.5
50-below 60	2 200	4.0
60 and above	*	*
Overall	11 800	5.0

2013

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	8 000	6.6
Female	5 700	4.6
Age Group		
15-below 25	4 400	11.9
25-below 30	1 200	5.9
30-below 40	2 200	4.5
40-below 50	2 800	4.6
50-below 60	2 500	4.3
60 and above	500	2.8
Overall	13 600	5.6

2014 Q1

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	7 500	6.3
Female	4 200	3.5
Age Group		
15-below 25	2 800	7.5
25-below 30	1 200	5.0
30-below 40	2 200	4.7
40-below 50	3 100	5.2
50-below 60	1 500	2.7
60 and above	900	5.3
Overall	11 700	4.9

2014 Q2

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	7 000	5.3
Female	7 000	5.3
Age Group		
15-below 25	2 800	7.3
25-below 30	1 300	5.3
30-below 40	2 000	4.2
40-below 50	4 500	6.6
50-below 60	2 700	3.9
60 and above	800	4.3
Overall	14 000	5.3

2014 Q3

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	9 300	7.2
Female	5 100	3.9
Age Group		
15-below 25	4 200	11.1
25-below 30	1 900	8.6
30-below 40	2 600	5.1
40-below 50	2 700	4.4
50-below 60	2 400	3.5
60 and above	600	3.3
Overall	14 400	5.6

2014 Q4

	Unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	6 300	4.9
Female	4 700	3.7
Age Group		
15-below 25	2 800	8.0
25-below 30	1 200	5.0
30-below 40	1 500	3.0
40-below 50	1 100	1.9
50-below 60	3 200	4.8
60 and above	1 200	6.1
Overall	11 000	4.3

- Notes: Annual figures for 2014 are not yet available.
 Individual figures may not add up exactly to the total owing to rounding.
 Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling error and should be interpreted with caution.
- ([^]) As regards unemployed persons by industry, since (i) unemployed persons are classified according to their previous industry which may not necessarily be the one which he/she will enter, and (ii) there is no information on previous industry in respect of first-time job-seekers and re-entrants into the labour force who were unemployed, such figures are not strictly comparable to the overall unemployment and should be interpreted with caution. The number of unemployed persons is rounded to the nearest hundred persons.
 - ([#]) As regards unemployment rate by industry, due to the method of compiling the number of unemployed persons (see note ([^])), such figures are not strictly comparable to the overall unemployment rate and should be interpreted with caution.
 - (^{*}) Figures are not released due to very large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Median wage and its year-on-year rate of change, index of payroll per person engaged,
and median weekly working hours in the food and beverage services
in 2012, 2013 and 2014**

Year	Median monthly wage* (year-on-year rate of change[@])	Nominal index of payroll per person engaged[~]	Median weekly working hours[^]
2012	9,400 (+4.4 %)	103.6	54.0
2013	10,000 (+ 6.4%)	110.5	54.0
2014	10,500 (+5.0%)	Not yet available	54.0

- Notes: (*) The definition of wage follows that adopted in the Employment Ordinance. It includes basic wage; commission and tips not of gratuitous nature; guaranteed bonuses and allowances, and overtime allowances. Monthly wages are rounded to the nearest hundred of Hong Kong dollar.
- (~) Figures refer to the nominal index of payroll per person engaged of accommodation and food service activities. Payroll includes basic wage; commission and tips not of gratuitous nature; guaranteed bonuses and allowances, as well as other non-guaranteed payments to workers such as discretionary bonuses; overtime allowances and back pay.
- (^) The number of working hours takes into account the definition of hours worked under the Minimum Wage Ordinance. This includes the number of contractual/agreed working hours and the number of overtime hours worked at the direction of employers. Meal breaks which are regarded as working hours according to the employment contract or agreement with the employer are also included in the working hours, irrespective of whether work is provided during the meal break period.
- (@) Year-on-year rate of change is computed using unrounded figures.

Sources: Annual Earnings and Hours Survey and Labour Earnings Survey, Census and Statistics Department

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0306)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government advise this Committee on the following:

- (a) The number of trade unions registered under the Trade Unions Ordinance (TUO) (a breakdown by industry and number of members) and the number of trade unions newly registered in each of the past three years (i.e. 2012-2014); and
- (b) What was the manpower involved in conducting inspections to trade unions in each of the past three years (i.e. 2012-2014)? What is the scope of the inspections and the time required for each inspection? Were irregularities detected during the inspections? If yes, what are the details?

Asked by: Hon KWOK Wai-keung (Member Question No. 13)

Reply:

The information sought is provided as follows:

(a) By industry

The number of trade unions registered under the TUO as at the end of the year from 2012 to 2014 is as follows:

Industry	2012	2013	2014
Public Administration	195 (3)	196 (1)	197 (3)
Transportation, Storage, Postal and Courier Services	119 (2)	120 (2)	120
Human Health and Social Work	99 (4)	98 (1)	100 (2)
Manufacturing	91	90 (1)	88

Industry	2012	2013	2014
Education	72 (1)	76 (4)	78 (2)
Construction	45 (2)	46 (1)	47 (1)
Import/Export, Wholesale and Retail Trades	43	43	44 (1)
Accommodation, Food Service Activities and Work Activities Within Domestic Households	40 (1)	40	40
Administrative and Support Service Activities	37	37	38 (1)
Arts, Entertainment and Recreation	33	35 (2)	35
Information, Communications, Professional, Scientific and Technical Activities	26 (1)	28 (2)	30 (2)
Real Estate Activities, Financial and Insurance Activities	14	14	14
Agriculture, Forestry and Fishing, Electricity and Gas Supply, Water Supply, Sewerage, Waste Management and Remediation Activities	6	6	7 (1)
Other Service Activities	29 (1)	29	31 (2)
Total	849 (15)	858 (14)	869 (15)

Note: Figures in brackets refer to the number of trade unions newly registered in the year.

In addition, the number of trade union federations registered under the TUO as at the end of the year from 2012 to 2014 is as follows:

Year	2012	2013	2014
Number of trade union federations	8	8	9 (1)

Note: Figures in brackets refer to the number of trade union federations newly registered in the year.

No industry breakdown can be provided for trade union federations because the component unions of some federations belong to different industries.

By declared membership of trade unions

The number of trade unions registered under the TUO as at the end of the year from 2012 to 2014 is as follows :

Declared membership of trade unions	2012	2013	2014
50 or below	232 (7)	249 (11)	Figures are not yet available
51 to 250	310 (6)	300 (3)	
251 to 1 000	185 (2)	186	
1 001 to 5 000	92	92	
5 001 or above	30	31	
Total	849 (15)	858 (14)	869 (15)

Note: Figures in brackets refer to the number of trade unions newly registered in the year.

In addition, the number of trade union federations registered under the TUO as at the end of the year from 2012 to 2014 is as follows:

Declared membership of trade union federations	2012	2013	2014
9 or below	5	5	6 (1)
10 to 20	3	3	3
Total	8	8	9 (1)

Note: Figures in brackets refer to the number of trade union federations newly registered in the year.

- (b) In 2012, 2013 and 2014, the Registry of Trade Unions (RTU) had 15, 16 and 16 staff respectively to handle various TUO-related work. As the inspections and visits to trade unions were conducted by staff among their other duties, the manpower involved in this area of work could not be separately identified.

The main purposes of the inspections and visits to trade unions are to facilitate the trade unions to comply with the TUO and to promote sound trade union management. The scope of general inspections and visits covers checking whether a name list containing the names of all officers and their titles has been prominently exhibited, whether there is a common seal, and whether the register of the members and accounts and relevant records are properly kept in their offices as required by the TUO. During the inspections and visits, RTU staff also strengthen their communications with trade unions, and where necessary answer enquiries and offer advice. The time required for each inspection and visit to trade unions depends on the actual situation and cannot be generalised. In the past three years, no obvious irregularities were detected during inspections and visits.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)057

(Question Serial No. 0307)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government advise this Committee on the following:

- (a) the respective number of requests for assistance, complaints or reported allegations of discrimination against trade unions received in each of the past three years (i.e. 2012-14) (with a breakdown by type of requests for assistance/complaints/reported cases)? What were the procedures, methods for gathering evidence and time required by the Government for investigating such cases? Were there any employers or relevant parties found to have breached the law and thus prosecuted? If yes, what were the details and the penalties?
- (b) whether the Government has put in place any other measures to strengthen the protection for employees with regard to their participation in trade unions pending the completion of the proposed amendment to the reinstatement and re-engagement provisions under the Employment Ordinance (EO)? If yes, what are the details and the estimated expenditure? If no, what are the reasons?

Asked by: Hon KWOK Wai-keung (Member Question No. 13)

Reply:

The information sought is provided as follows:

- (a) From 2012 to 2014, the number of requests for assistance, complaints and reported allegations of discrimination against trade unions received in the year was 7, 13 and 3 respectively. The majority of these cases involved allegations of unlawful and unreasonable dismissals. The Labour Department (LD) adopts the following procedures when handling cases of such nature.

Upon receipt of such cases, LD will provide voluntary conciliation service for the part on the civil claims of the employees. If the employer and employee cannot reach a

settlement by conciliation, assistance will be rendered to the employee to seek adjudication from the Labour Tribunal. Criminal investigation will be carried out by LD if suspected breaches of the EO are detected. In some of the above cases, no further action could be taken by LD as the employees concerned were unwilling to act as prosecution witnesses. In some other cases, no prima facie case could be established or there was insufficient evidence for prosecution to be taken out after investigation.

In criminal proceedings, the standard of proof for the prosecution is “beyond reasonable doubt”. For complaints on suspected breaches of the EO, LD will take statement from the witnesses, approach the company and person-in-charge to hear their defence to the suspected offence and seize any information which may be evidence of the suspected offence. LD will also seek legal advice of the Department of Justice where necessary. As the time required for investigation and prosecution is determined by a number of factors, which may differ considerably depending on different circumstances of each case, the time taken for gathering evidence may vary with the complexity of individual cases and cannot be generalised.

- (b) The rights of employees in respect of their joining or taking part in the activities of trade unions are already protected under the EO. An employee’s rights under the EO include the right to associate with other persons for the purpose of forming or applying for the registration of a trade union, the right to become a member or an officer of a trade union, the right to take part in the activities of the trade union where he is a member or an officer, etc. An employer or his representative commits a serious offence if he dismisses, deters, penalises, or otherwise discriminates against, an employee by reason of his exercising any such rights. LD is committed to protecting employees’ rights to participate in trade unions. LD will conduct thorough investigation into complaints on suspected acts of anti-union discrimination and take out prosecution whenever there is sufficient evidence. Furthermore, an employee who is dismissed owing to his exercising trade union rights under the ordinance within 12 months immediately before the dismissal is entitled to make a claim for remedies against the employer for unreasonable and unlawful dismissal.

The protection of the trade union rights of employees is an integral part of the work of the staff of the relevant divisions of LD. The manpower and staff cost involved in this aspect alone cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)058

(Question Serial No. 0308)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

How many young people of ethnic minorities have joined the pilot project "Employment Services Ambassador Programme for Ethnic Minorities" since its launch and received personalised training and guidance services (with a breakdown by gender, age, nationality, residential district and industry)? What is the amount involved for providing on-the-job training? How will the Government further promote the project in 2015-16? What are the criteria for assessing its effectiveness?

Asked by: Hon KWOK Wai-keung (Member Question No. 14)

Reply:

To strengthen the employment services for ethnic minorities, the Labour Department (LD) launched in September 2014 a pilot "Employment Services Ambassador Programme for Ethnic Minorities", under which ethnic minority trainees of the Youth Employment and Training Programme were employed as employment services ambassadors (ESAs) for six months. All the trainees were young people aged 15 to 24 and were assigned to work in LD's job centres. The gender, nationality and residential district of the first batch of 15 ethnic minority ESAs are as follows:

Nationality	Male	Female	Total
Pakistani	5	8	13
Indian	1	-	1
Thai	1	-	1
Total	7	8	15

Residential District				Total
Hong Kong Island	Kowloon	New Territories East	New Territories West	
1	5	3	6	15

The expenditure for providing on-the-job training for the first batch of ethnic minority ESAs was about \$920,000. In 2015-16, LD will continue to promote the project through various channels, such as LD's job centres and ethnic minority ESAs' social networks, Support Service Centres for Ethnic Minorities of the Home Affairs Department, non-governmental organisations serving ethnic minorities, community networks of the Police Community Relations Office of the Hong Kong Police Force, and LD's homepage, etc.

In evaluating the effectiveness of the pilot project, LD will examine whether communication with ethnic minority job seekers has been enhanced through ESAs, thereby strengthening the employment support for them. LD will also review whether the project can help the ethnic minority trainees acquire work experience and understand the employment market situation, so as to assist them to find employment in the open market or pursue further studies.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0465)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the current operation of the Supplementary Labour Scheme (SLS), would the Government advise this Committee on:

- (a) the number of applications for importing workers under SLS and the number of workers involved in the past five years (i.e. 2010-2014) (with a breakdown by year, nationality, industry, job title, wage level and working hours);
- (b) the number of imported workers approved under SLS and their proportions to the number applied for in the past five years (i.e. 2010-2014) (with a breakdown by year, nationality, industry, job title, wage level and working hours);
- (c) the number of workers imported under SLS who are still working in Hong Kong so far, and the length of period they have stayed and will stay to work in Hong Kong (with a breakdown by nationality, industry, job title, wage level and working hours).
If such information is not available, will the Government conduct relevant surveys?

Asked by: Hon KWOK Wai-keung (Member Question No. 9)

Reply:

The information sought is provided as follows:

- (a)&(b) From 2010 to 2014, the numbers of applications received and approved under SLS by the Labour Department (LD) were as follows:

	2010	2011	2012	2013	2014
Number of applications	808	745	947	1 070	1 131
Number of imported workers applied for	2 340	2 601	5 922	4 110	6 613
Number of imported workers approved	1 180	980	1 942	1 847	2 722
Percentage share of imported workers approved in the number of imported workers applied for in the year	50.4%	37.7%	32.8%	44.9%	41.2%

Breakdowns of the number of imported workers applied for and approved from 2010 to 2014 by industry, job title and wage level are provided at Annexes 1 to 7. The majority of imported workers under SLS have a normal working time of either eight or nine hours per day. Employers do not have to provide information about the nationality of prospective imported workers when they submit applications under SLS. In approving individual applications, LD also will not designate the nationality of these workers. Therefore LD does not have relevant information about the nationality of imported workers.

- (c) According to information provided by the Immigration Department (ImmD), as at end-February 2015, there were 3 140 imported workers in Hong Kong under SLS. Breakdowns by industry and region are provided at Annexes 8 and 9.

ImmD does not keep information on the breakdowns by job title, wage level, working hours, length of stay and remainder of length of stay of these imported workers. Under SLS, imported workers are required to return to their place of origin on completion of their employment contracts which are good for 24 months at most. ImmD does not allow extension of stay beyond the employment contract period. Since the job titles of imported workers must conform to the approval of LD, the workers must be remunerated at a rate not lower than the wage level as specified in the approval letter while their daily working hours must not exceed the contractual limit of 12 hours.

**Number of imported workers applied for and approved
under SLS from 2010 to 2014:
with breakdown by industry**

Industry	Number of imported workers applied for*					Number of imported workers approved*				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
1. Agriculture and Fishing	479	502	496	688	656	311	344	507	414	563
2. Manufacturing	369	350	373	296	411	124	98	140	76	187
3. Construction	38	263	2 776	320	2 716	1	14	284	566	342
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	265	233	302	666	283	58	65	84	76	158
5. Transport, Storage and Communications	33	95	127	178	32	0	2	0	2	4
6. Financing, Insurance, Real Estate and Business Services	57	226	414	663	400	3	3	6	8	23
7. Community, Social and Personal Services	1 099	932	1 434	1 299	2 115	683	454	921	705	1 445
Total	2 340	2 601	5 922	4 110	6 613	1 180	980	1 942	1 847	2 722

*For applications received towards year-end, the approvals may take place in the following year. This explains why the number of imported workers approved may be more than that applied for.

**Number of imported workers applied for and approved
under SLS in 2010:
with breakdown by job title**

Job title	Number of imported workers applied for	Number of imported workers approved
1. Care Worker (Elderly Service)	984	636
2. Livestock/Poultry/Fish/Crop Farm Worker	396	280
3. Gardening Worker	76	40
4. Cook	70	28
5. Machine Operator	66	18
6. Bean Curd/Soya Bean/Bean Sprout Processing Worker	52	39
7. Quality Controller/Inspector/Control Supervisor	50	14
8. Knitting Machine Operator	47	20
9. Steel Fabricator/Steel Worker	43	16
10. Others	556	89
Total	2 340	1 180

**Number of imported workers applied for and approved
under SLS in 2011:
with breakdown by job title**

Job title	Number of imported workers applied for	Number of imported workers approved
1. Care Worker (Elderly Service)	771	431
2. Livestock/Poultry/Fish/Crop Farm Worker	381	296
3. Welder	120	0
4. Cook	113	28
5. Gardening Worker	105	38
6. Aircraft Cabin Cleaner	80	0
7. Tunnel Miner	80	0
8. Bean Curd/Soya Bean/Bean Sprout Processing Worker	49	27
9. Structural Steel Erector	44	0
10. Others	858	160
Total	2 601	980

**Number of imported workers applied for and approved
under SLS in 2012:
with breakdown by job title**

Job title	Number of imported workers applied for*	Number of imported workers approved*
1. Care Worker (Elderly Service)	1 233	864
2. Livestock/Poultry/Fish/Crop Farm Worker	379	428
3. Cellular Steel Special Piling Barge Operator	180	109
4. Cook	135	45
5. Underwater Stone Column Piling Barge Operator	120	73
6. Gardening Worker	107	87
7. Underwater Band Drain Special Barge Operator	100	29
8. Welder	83	1
9. High Voltage Overhead Transmission Lines Technician	70	55
10. Others	3 515	251
Total	5 922	1 942

*For applications received towards year-end, the approvals may take place in the following year. This explains why the number of imported workers approved may be more than that applied for.

**Number of imported workers applied for and approved
under SLS in 2013:
with breakdown by job title**

Job title	Number of imported workers applied for	Number of imported workers approved
1. Care Worker (Elderly Service)	1 069	651
2. Livestock/Poultry/Fish/Crop Farm Worker	495	336
3. Cook	301	32
4. Gardening Worker	134	68
5. Machine Operator	113	13
6. Care Worker (Disabled Service)	82	33
7. Bean Curd/Soya Bean/Bean Sprout Processing Worker	81	15
8. Fitter/Mechanical Fitter	58	20
9. Quality Controller/Inspector/Control Supervisor	52	28
10. Others	1 725	651
Total	4 110	1 847

**Number of imported workers applied for and approved
under SLS in 2014:
with breakdown by job title**

Job title	Number of imported workers applied for*	Number of imported workers approved*
1. Care Worker (Elderly Service)	1 885	1 377
2. Livestock/Poultry/Fish/Crop Farm Worker	475	439
3. Gardening Worker	146	127
4. Cook	146	90
5. Tunnel Worker	94	86
6. Machine Operator	87	41
7. Trackworker	75	53
8. High Voltage Overhead Transmission Lines Technician	55	55
9. Bean Curd/Soya Bean/Bean Sprout Processing Worker	26	44
10. Others	3 624	410
Total	6 613	2 722

*For applications received towards year-end, the approvals may take place in the following year. This explains why the number of imported workers approved may be more than that applied for.

**Number of imported workers applied for and approved
under SLS from 2010 to 2014:
with breakdown by wage level**

Monthly wage	Number of imported workers applied for*					Number of imported workers approved*				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
1. \$6,000 or below	40	66	7	27	0	13	0	0	0	0
2. Above \$6,000 - \$8,000	1 282	829	284	141	111	739	559	193	97	0
3. Above \$8,000 - \$10,000	552	974	2 166	2 464	1 228	309	300	1 342	1 053	897
4. Above \$10,000 - \$12,000	230	173	244	254	1 816	56	49	11	21	1 241
5. Above \$12,000 - \$14,000	71	144	240	371	331	27	25	46	47	73
6. Above \$14,000 - \$16,000	33	69	202	438	432	8	5	41	23	72
7. Above \$16,000 - \$18,000	69	62	267	133	313	19	26	24	31	40
8. Above \$18,000 - \$20,000	20	66	1 537	114	406	0	1	282	207	86
9. Above \$20,000	43	218	975	168	1 976	9	15	3	368	313
Total	2 340	2 601	5 922	4 110	6 613	1 180	980	1 942	1 847	2 722

* For applications received towards year-end, the approvals may take place in the following year. This explains why the number of imported workers approved may be more than that applied for.

**Number of imported workers
under SLS in Hong Kong
as at end-February 2015:
with breakdown by industry**

Industry	Number of imported workers working in Hong Kong
1. Agriculture and Fishing	798
2. Manufacturing	190
3. Construction	274
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	192
5. Transport, Storage and Communications	2
6. Financing, Insurance, Real Estate and Business Services	20
7. Community, Social and Personal Services	1 664
Total	3 140

**Number of imported workers
under SLS in Hong Kong
as at end-February 2015:
with breakdown by region**

Region	Number of imported workers working in Hong Kong
1. Mainland China	3 001
2. The Philippines	68
3. Thailand	27
4. India	26
5. Others	18
Total	3 140

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0466)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the current operation of the Supplementary Labour Scheme (SLS), would the Government advise this Committee on the following:

- (a) The number of applications under SLS referred by the Labour Department (LD) to the Employees Retraining Board (ERB) for consideration of organising tailor-made training courses for local workers in each of the past five years (i.e. 2010-2014). What was the percentage of successfully organised courses? What were the industries, student intake and expenditure involved?
- (b) In 2015-16, will the Government introduce targeted measures for jobs for which workers were imported under SLS, including increasing the resources for training bodies to organise corresponding training courses, requiring employers to improve the welfare and benefits in the industries and enhancing the promotion of family-friendly employment practices (FFEP), etc. to encourage local workers to take up those jobs so that importation of workers will no longer be required? If yes, what are the details and expenditure involved? If no, what are the reasons?

Asked by: Hon KWOK Wai-keung (Member Question No. 9)

Reply:

The information sought is provided as follows:

- (a) From 2010 to 2014, LD referred respectively 413, 347, 442, 451 and 560 applications under SLS to ERB for consideration of organising tailor-made training courses. No tailor-made training courses were organised for the approved posts under SLS in the above years, possibly because the job nature and working environment of related applications under SLS were less appealing to local workers.
- (b) In 2015-16, ERB will continue to consider organising tailor-made training courses under established arrangements for the applied posts under SLS as referred by LD.

In 2015-16, LD will continue to organise promotional activities to actively encourage employers of various industries to adopt good people management practices, which include reviewing the remuneration, benefits and working environment of their staff, and making appropriate improvement as a means to attract local job seekers. LD will also enhance publicity and educational efforts in FFEP to encourage their adoption by more employers. As promotion of good people management practices forms an integral part of fostering harmonious labour relations, LD does not have a separate breakdown of the expenditure involved for organising the above activities.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1519)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Supplementary Labour Scheme (SLS), would the Government advise this Committee on the following:

- (a) The number of applications received and approved under SLS in the past three years, as well as the industry profile of the approved applications.
- (b) Did the Government assess what industries are facing the most serious labour shortage at present? Did the Government consider appropriately relaxing the vetting criteria under SLS and speeding up the processing procedures provided that the employment of local workers will not be affected? If yes, what are the details? What is the financial commitment involved? If no, what are the reasons?
- (c) As reflected by the industries, some sectors, such as healthcare and construction, have experienced serious labour shortage. Did the Government consider meeting the need of those sectors by means of labour importation? If yes, what are the details? If no, what are the reasons?

Asked by: Hon LAM Kin-fung, Jeffrey (Member Question No. 8)

Reply:

The information sought is provided as follows:

- (a) In 2012, 2013 and 2014, employers applied to import 5 922, 4 110 and 6 613 workers respectively under SLS. The corresponding numbers of imported workers approved were 1 942, 1 847 and 2 722. A breakdown of imported workers applied for and approved in each of these three years by industry is at Annex.
- (b)&(c) The Government has been closely monitoring the implementation of SLS, and has reviewed and streamlined the vetting criteria and procedures under SLS, as

appropriate, in consultation with the Labour Advisory Board (LAB). SLS is open to employers of all industries who face genuine difficulties in local recruitment. If employers can demonstrate that they are unable to recruit sufficient local workers after conducting local recruitment, they may continue to import relevant skilled labour under SLS on an appropriate and targeted basis.

Having regard to the manpower shortage in the elderly care sector and the construction industry, the Government introduced corresponding measures in April 2014 allowing private residential care homes for the elderly participating in the Enhanced Bought Place Scheme to apply for the importation of care workers for their non-bought places, and compiling a list of 26 trades in the construction industry with manpower shortage and their standard recruitment requirements to expedite the preparatory work for SLS applications of relevant trades submitted by contractors of public sector works.

As the construction industry is facing the problems of a severe shortage and ageing of skilled workers, the Development Bureau (DEVB) put forward further enhancement measures to SLS by proposing that imported skilled workers be allowed to work across various public sector works projects. DEVB plans to report to LAB on the enhancement measures on 1 April 2015, and will continue to liaise closely with stakeholders of the construction industry and the labour sector on the proposed enhancement measures. This will not only address the strong demand for manpower in the construction industry but can also ensure the sustainable development of Hong Kong's economy, society and infrastructures whilst not affecting the priority of local construction workers in employment, job opportunities and income.

To enhance the processing and vetting of SLS applications and to offer job matching services to eligible local job seekers on relevant job titles, the Labour Department (LD) will from 2015-16 create three Labour Officer Grade posts for four years. The corresponding total annual staff cost is about \$1.96 million. LD will continue to monitor the caseloads and the needs of job seekers for job matching services.

**Number of imported workers applied for and approved
under SLS in 2012, 2013 and 2014:
with breakdown by industry**

Industry	Number of imported workers applied for*			Number of imported workers approved*		
	2012	2013	2014	2012	2013	2014
1. Agriculture and Fishing	496	688	656	507	414	563
2. Manufacturing	373	296	411	140	76	187
3. Construction	2 776	320	2 716	284	566	342
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	302	666	283	84	76	158
5. Transport, Storage and Communications	127	178	32	0	2	4
6. Financing, Insurance, Real Estate and Business Services	414	663	400	6	8	23
7. Community, Social and Personal Services	1 434	1 299	2 115	921	705	1 445
Total	5 922	4 110	6 613	1 942	1 847	2 722

* For applications received towards year-end, the approvals may take place in the following year. This explains why the number of imported workers approved may be more than that applied for.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0486)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Regarding the labour disputes handled in 2014, please provide a breakdown of the figures by industry and cause.
- (b) Regarding the claims handled in 2014, please provide a breakdown of the figures by cause. How many of these claims involved the Statutory Minimum Wage (SMW)?

Asked by: Hon LEE Cheuk-yan (Member Question No.17)

Reply:

The information sought is provided as follows:

- (a) A breakdown of labour disputes (involving over 20 employees) handled by the Labour Department (LD) in 2014 by industry and cause is as follows:

By industry

Industry	No. of labour disputes
Construction	32
Restaurants & hotels	12
Transport, storage and communications	12
Community, social and personal services	5
Financing, insurance, real estate & business services	3
Manufacturing	3
Wholesale, retail and import/export trades	1
Total	68

By cause

Cause	No. of labour disputes
Disputes involving principal contractor and subcontractor	26
Cessation of business/insolvency	20
Retrenchment	7
Non-payment of wages	4
Dismissal	3
Variation of terms of employment contract	3
Others	5
Total	68

- (b) A breakdown of claims (involving 20 or less employees) handled by LD in 2014 by cause is provided as follows:

Cause	No. of claims
Termination of contract	7 457
Non-payment of wages	4 992
Non-payment of holiday pay/annual leave pay/rest day pay/sickness allowance	1 674
Cessation of business/insolvency	188
Retrenchment/lay-off	81
Variation of terms of employment contract	59
Others	1 313
Total	15 764

Among the 15 764 claims handled as referred to in the above table, 85 were related to SMW.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0487)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government advise on the following information for 2014:

- (a) The number of claims filed by employees pursuant to Part VIA of the Employment Ordinance (EO), and the number of cases ruled in favour of employees;
- (b) Of the cases ruled in favour of employees mentioned in (a), how many were granted an order for reinstatement or re-engagement by the court or the Labour Tribunal (LT)?
- (c) A breakdown of the number of cases by the amount of terminal payments awarded by the court or LT; and
- (d) Whether it knows if any employers in the cases mentioned in (c) used the Mandatory Provident Fund (MPF) contributions to offset part of the terminal payments. If no, will the Government consider collecting such information so that the public can assess whether the protection under Part VIA of the EO is adequate or not?

Asked by: Hon LEE Cheuk-yan (Member Question No. 18)

Reply:

The information sought is provided as follows:

- (a) The number of claims filed by employees with the court or LT pursuant to Part VIA of the EO in 2014 and the number of cases ruled in favour of employees are provided as follows:

	2014
Number of Part VIA claims filed	675
Number of Part VIA claims disposed of	654
Number of Part VIA claims ruled in favour of employees	
(i) awarded	64
(ii) settled	471

- (b) Of the cases ruled in favour of employees mentioned in (a), no order for reinstatement or re-engagement was made by the court or LT.
- (c) In 2014, a total of 12 cases were awarded terminal payments by the court or LT. The court or LT does not keep information on the breakdown of the number of cases by the amount of terminal payments awarded.
- (d) Since employers may apply on their own to the MPF trustees for using the employees' accrued benefits under their MPF schemes to offset part of the terminal payments after the conclusion of the cases, the court or LT does not have the information requested.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0488)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Since 2013-14, the Government has mentioned under "Matters Requiring Special Attention" that an amendment bill on the reinstatement and re-engagement provisions under the Employment Ordinance (EO) will be proposed. However, the bill has not yet been introduced. In this connection, would the Government advise on:

- (a) the reasons for the bill not being introduced yet;
- (b) the scheduled time for introduction of the bill; and
- (c) the manpower and expenditure involved in reviewing the provisions and drafting the amendment bill in each of the past two years.

Asked by: Hon LEE Cheuk-yan (Member Question No. 19)

Reply:

The information sought is provided as follows:

- (a) In drafting the amendment bill on the reinstatement and re-engagement provisions, amendments have to be made not only to the EO, but also to the relevant legislation relating to the power and operations of the Labour Tribunal. Given the complexity of the bill and the meticulous operational details involved, the Judiciary has to be fully consulted in the drafting process. The Labour Department and the Department of Justice are now studying the draft provisions and related technical issues in detail.
- (b) We expect to complete the drafting of the amendment bill within this year for introduction into the Legislative Council.
- (c) The review and the drafting of the amendment bill are undertaken by several bureaux/departments and the Judiciary. The manpower and expenditure required are mainly absorbed within the existing resources.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0489)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to Programme (2) Employment Services, would the Government provide the following information:

- (a) a breakdown by gender, age, industry, occupation and earnings of the numbers of able-bodied job seekers who secured placements through the employment services of the Labour Department (LD) in 2014;
- (b) among the breakdown figures in part (a) above, what are the respective numbers of part-time, temporary and full-time jobs with monthly earnings less than \$4,000?

Asked by: Hon LEE Cheuk-yan (Member Question No. 20)

Reply:

The information sought is provided as follows:

- (a) In 2014, LD secured 151 536 placements for able-bodied job seekers. Of these, 15 202 placements were secured through the referral services of LD while 136 334 placements were made through direct applications by job seekers to employers who advertised their vacancies through LD. As job seekers who found work through direct applications are not required to report their placements to LD, LD does not have statistics in respect of the placements of these job seekers. Breakdowns of the 15 202 placements secured through the referral services of LD by gender and age, industry, occupation and earnings are as follows:

(i) By gender and age

Age	Male	Female	No. of placements
15-below 20	746	1 258	2 004
20-below 30	3 218	3 500	6 718
30-below 40	792	1 271	2 063
40-below 50	657	1 625	2 282
50-below 60	629	1 225	1 854
60 or above	130	151	281
Total	6 172	9 030	15 202

(ii) By industry

Industry	No. of placements
Manufacturing	856
Construction	204
Wholesale, retail and import/export trades, restaurants and hotels	8 610
Transport, storage and communications	707
Financing, insurance, real estate and business services	1 834
Community, social and personal services	2 991
Total	15 202

(iii) By occupation

Occupation	No. of placements
Managers and administrators	132
Professionals and associate professionals	794
Clerical support workers	2 707
Service workers	3 323
Shop sales workers	4 828
Skilled agricultural and fishery workers	25
Craft and related workers	238
Plant and machine operators and assemblers	274
Elementary occupations	2 797
Others	84
Total	15 202

(iv) By earnings

Monthly earnings	No. of placements
Below \$4,000	567
\$4,000-below \$5,000	423
\$5,000-below \$6,000	804
\$6,000-below \$7,000	1 187
\$7,000-below \$8,000	1 236
\$8,000-below \$9,000	2 005
\$9,000-below \$10,000	2 734
\$10,000-below \$11,000	2 411
\$11,000-below \$12,000	1 659
\$12,000-below \$13,000	885
\$13,000-below \$14,000	381
\$14,000 or above	910
Total	15 202

- (b) All of the 567 placements with monthly earnings below \$4,000, as referred to in Table (iv) above, were part-time or temporary jobs.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0490)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to Programme (2) Employment Services, would the Government provide the following information:

- (a) a breakdown by gender, age, industry, occupation and earnings of the numbers of job seekers with disabilities who secured placements through the employment services of the Labour Department (LD) in 2014;
- (b) among the breakdown figures in part (a) above, what are the respective numbers of part-time, temporary and full-time jobs with monthly earnings less than \$3,000?

Asked by: Hon LEE Cheuk-yan (Member Question No. 21)

Reply:

The information sought is provided as follows:

- (a) In 2014, LD secured 2 464 placements for job seekers with disabilities. A breakdown of the placements by gender and age, industry, occupation and earnings is provided as follows:
 - (i) By gender and age

Age group	Male	Female	No. of placements
15-below 20	35	26	61
20-below 30	520	350	870
30-below 40	351	331	682
40-below 50	233	298	531
50-below 60	144	117	261
60 and above	46	13	59
Total	1 329	1 135	2 464

(ii) By industry

Industry	No. of placements
Manufacturing	204
Construction	33
Wholesale, retail and import/export trades, restaurants and hotels	1 002
Transport, storage and communications	72
Financing, insurance, real estate and business services	383
Community, social and personal services	477
Others (including government sector)	293
Total	2 464

(iii) By occupation

Occupation	No. of placements
Managers and administrators	25
Professionals and associate professionals	74
Clerical support workers	476
Service workers	653
Shop sales workers	575
Agricultural and fishery workers	6
Craft and related workers	19
Plant and machine operators and assemblers	23
Elementary occupations	613
Total	2 464

(iv) By earnings

Monthly earnings	No. of placements
Below \$3,000	548
\$3,000 - below \$4,000	333
\$4,000 - below \$5,000	263
\$5,000 - below \$6,000	210
\$6,000 - below \$7,000	267
\$7,000 - below \$8,000	305
\$8,000 - below \$9,000	215
\$9,000 - below \$10,000	151
\$10,000 or above	172
Total	2 464

- (b) All of the 548 placements with monthly earnings below \$3,000, as referred to in Table (iv) above, were part-time jobs.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0491)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Supplementary Labour Scheme (SLS), would the Government provide the following information:

- (a) the expenditure and staffing involved in 2014-15;
- (b) the estimated expenditure and staffing for 2015-16;
- (c) a breakdown, by industry and occupation, of the number of imported workers applied for under SLS and the success rate in 2014.

Asked by: Hon LEE Cheuk-yan (Member Question No. 22)

Reply:

The information sought is provided as follows:

- (a) SLS is primarily administered by the Supplementary Labour Division (SLD) of the Labour Department. In 2014-15, the expenditure approved for SLD was \$1.244 million (excluding cost of civil service posts but including that of contract staff). As at 4 March 2015, SLD had 19 Labour Officer Grade members, 11 clerical staff and two contract Programme Officers.
- (b) In 2015-16, the estimated expenditure of SLD is \$242,000 (excluding cost of civil service posts and contract staff). Three Labour Officer Grade members will be added to SLD for four years.
- (c) In 2014, employers applied to import 6 613 workers under SLS. The number of imported workers approved was 2 722, representing 41.2% of the number of imported workers applied for.

A breakdown of the number of imported workers applied for and approved in 2014 by industry and job title is provided at Annexes 1 and 2.

**Number of imported workers applied for and approved
under SLS in 2014:
with breakdown by industry**

Industry	Number of imported workers applied for [#]	Number of imported workers approved [#]
1. Agriculture and Fishing	656	563
2. Manufacturing	411	187
3. Construction	2 716	342
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	283	158
5. Transport, Storage and Communications	32	4
6. Financing, Insurance, Real Estate and Business Services	400	23
7. Community, Social and Personal Services	2 115	1 445
Total	6 613	2 722

[#] The number of imported workers applied for and approved in the same year cannot be directly compared, as some of the applications received towards the end of 2013 were approved in 2014 and the Labour Department is still processing some of the applications submitted in 2014.

**Number of imported workers applied for and approved
under SLS in 2014:
with breakdown by job title**

Job title	Number of imported workers applied for*	Number of imported workers approved*
1. Care Worker (Elderly Service)	1 885	1 377
2. Livestock/Poultry/Fish/Crop Farm Worker	475	439
3. Gardening Worker	146	127
4. Cook	146	90
5. Tunnel Worker	94	86
6. Machine Operator	87	41
7. Trackworker	75	53
8. High Voltage Overhead Transmission Lines Technician	55	55
9. Bean Curd/Soya Bean/Bean Sprout Processing Worker	26	44
10. Others	3 624	410
Total	6 613	2 722

* Some of the applications received towards the end of 2013 were approved in 2014. This explains why in some of the job titles, the number of imported workers approved is more than that applied for.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0492)

Head: (90) Labour Department
Subhead (No. & title): (700) General non-recurrent
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

Regarding the Work Incentive Transport Subsidy (WITS) Scheme, would the Government advise on:

- (a) the expenditure involved in 2014-15 (with a breakdown of the figures by subsidy payment, staff cost, operating expenses, publicity and promotion);
- (b) the staff establishment and the actual number of staff employed in 2014-15 (including whether there were any non-civil service contract (NCSC) staff);
- (c) the estimated expenditure for 2015-16 (with a breakdown of the figures by subsidy payment, staff cost, operating expenses, publicity and promotion);
- (d) the staff establishment and the estimated number of staff to be employed for 2015-16 (including whether there are any NCSC staff)?

Asked by: Hon LEE Cheuk-yan (Member Question No. 23)

Reply:

The information sought is provided as follows:

- (a) A breakdown of the 2014-15 revised estimate for the WITS Scheme is provided below:

Item	Amount (\$million)
Subsidy payment	357.0
Staff cost	79.9
Operating expenses	6.9
Accommodation and related expenditure	13.5
Publicity and promotion	1.0
Total	458.3

- (b) In 2014-15, the WITS Division has an establishment of 198 civil service posts and 130 NCSC positions. As at end-February 2015, its strength included 175 civil service and 104 NCSC staff.
- (c) A breakdown of the estimated expenditure for the WITS Scheme in 2015-16 is provided below:

Item	Amount (\$million)
Subsidy payment	364.0
Staff cost	83.9
Operating expenses	7.3
Accommodation and related expenditure	13.6
Publicity and promotion	1.0
Total	469.8

- (d) For 2015-16, the WITS Division will have an establishment of 198 civil service posts and 130 NCSC positions. Its actual strength will be subject to caseload. The Labour Department will review the Division's manpower situation from time to time.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0493)

Head: (90) Labour Department
Subhead (No. & title): (700) General non-recurrent
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Work Incentive Transport Subsidy (WITS) Scheme, would the Government provide:

- (a) the number of applications received, as well as the number of successful applications and the amount of subsidy granted in 2014 (with a breakdown of the figures by the applicant's gender, age, household size, industry, occupation, employment earnings, working hours and residential district);
- (b) the number of rejected applications and, among which, the respective number of applications rejected for household asset limit being exceeded, household income limit being exceeded, applicant working less than 36 hours per month, no travelling expenses being incurred in commuting to and from work, and applicant not being employed or self-employed in 2014.

Asked by: Hon LEE Cheuk-yan (Member Question No. 24)

Reply:

The information sought is provided as follows:

- (a) In 2014, the WITS Scheme received 84 978 applications involving a gross applicant count of 88 462. During the same period, 77 771 applications with a gross applicant count of 80 689 were granted the subsidy totalling \$348.4 million. Breakdowns of the number of applicants received and number of applicants granted the subsidy (gross applicant count) by gender, age, household size, industry, occupation, employment earnings, working hours and residential district are set out at Annex.

(b) In 2014, 469 applications were rejected for the following reasons:

Reason	No. of applications
Asset limit being exceeded	230
Income limit being exceeded	141
Applicant working less than 36 hours per month	26
Travelling expenses not incurred in commuting to and from work	67
Applicant not being lawfully employed and self-employed	15
Others	121

More than one reason may be applicable to the same application.

Work Incentive Transport Subsidy Scheme

Number of applicants received and number of applicants granted the subsidy
(gross applicant count) in 2014

with breakdowns by gender, age, household size, industry, occupation,
employment earnings, working hours and residential district

Breakdown by gender

Gender	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Male	37 495	34 296
Female	50 947	46 393
Information not provided by applicant	20	-
Total	88 462	80 689

Breakdown by age

Age	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
15 - below 20	955	797
20 - below 30	10 544	9 181
30 - below 40	14 592	13 080
40 - below 50	25 703	23 782
50 - below 60	25 021	23 068
60 or above	11 613	10 781
Information not provided by applicant	34	-
Total	88 462	80 689

Breakdown by household size

Household size	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
1 person or individual-based application*	51 803	46 592
2 persons	11 497	10 722
3 persons	11 700	10 790
4 persons	10 141	9 515
5 persons	2 464	2 272
6 persons or above	857	798
Total	88 462	80 689

* Individual-based applicants did not provide information about their household size.

Breakdown by industry

Industry	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Manufacturing	4 791	4 458
Construction	2 810	2 453
Import/export trade, wholesale and retail	11 151	10 068
Accommodation and food services	13 703	12 400
Transportation, storage, postal and courier services, information and communications	7 038	6 396
Financing, insurance, real estate, professional and business services	34 529	31 789
Public administration, social and personal services	13 328	12 308
Others	905	817
Information not provided by applicant	207	-
Total	88 462	80 689

Breakdown by occupation

Occupation	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Professionals	1 008	895
Associate professionals	2 951	2 641
Clerical support workers	11 828	10 917
Service and sales workers	20 722	18 613
Craft and related workers	3 326	3 031
Plant and machine operators and assemblers	1 373	1 289
Elementary occupations	44 326	40 878
Others	2 713	2 425
Information not provided by applicant	215	-
Total	88 462	80 689

Breakdown by employment earnings

Average monthly employment earnings	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
\$6,500 or below	27 169	25 471
Above \$6,500 - \$7,300	17 192	16 672
Above \$7,300 - \$7,700	10 881	10 069
Above \$7,700 - \$7,900	2 010	1 205
Above \$7,900	30 968	27 272
Information not provided by applicant	242	-
Total	88 462	80 689

Breakdown by working hours

Average monthly working hours	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Less than 36 hours	209	-
36 hours - less than 72 hours	2 471	2 129
72 hours or more	85 171	78 560
Information not provided by applicant	611	-
Total	88 462	80 689

Breakdown by residential district

District Council district	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Central & Western	627	551
Eastern	2 991	2 642
Southern	1 604	1 436
Wan Chai	318	248
Kowloon City	3 754	4 241
Kwun Tong	11 790	10 763
Sham Shui Po	6 904	6 203
Wong Tai Sin	6 294	5 723
Yau Tsim Mong	2 079	1 644
Islands	1 923	1 775
Kwai Tsing	9 259	8 532
North	4 716	4 195
Sai Kung	3 337	3 056
Sha Tin	6 016	5 533
Tai Po	2 443	2 074
Tsuen Wan	2 427	2 018
Tuen Mun	10 189	9 347
Yuen Long	11 383	10 376
Outside Hong Kong	393	332
Information not provided by applicant	15	-
Total	88 462	80 689

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0494)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Employment and Training Programme (YETP), would the Government advise on:

- (a) the expenditure involved in 2013-14 and 2014-15 and the estimated expenditure for 2015-16;
- (b) the respective number of employers and trainees granted the training allowances and the amount of allowances involved in 2013-14 and 2014-15;
- (c) the respective number of trainees attending pre-employment training in 2013-14 and 2014-15;
- (d) the respective number of trainees placed into training vacancies in 2013-14 and 2014-15 (with a breakdown of the figures by industry and occupation); and
- (e) the employment rate of the trainees in 2013-14 (with a breakdown of the figures by industry and occupation).

Asked by: Hon LEE Cheuk-yan (Member Question No. 25)

Reply:

The information sought is provided as follows:

- (a) In 2013-14 and 2014-15, the actual expenditure and estimated expenditure for implementing YETP were \$66.4 million and \$73.6 million respectively. In anticipation of the enrolment of more trainees in 2015-16 and having regard to the pilot employment projects to be launched in collaboration with employers/various organisations under YETP, \$111.5 million has been earmarked for implementing YETP in 2015-16.

- (b) In 2013-14, a total of \$31.4 million on-the-job training allowance involving 2 354 placements for young people was granted to 736 employers, and another \$1.5 million was granted to 2 132 trainees in the form of pre-employment training allowance, workplace attachment training allowance and reimbursement of course and/or examination fees.

In 2014-15 (up to February 2015), a total of \$42 million on-the-job training allowance involving 2 304 placements for young people was granted to 716 employers, and another \$2 million was granted to 2 268 trainees in the form of pre-employment training allowance, workplace attachment training allowance and reimbursement of course and/or examination fees.

- (c) YETP runs from September each year to August of the following year. In 2013-14 and 2014-15 (up to February 2015), 3 310 and 1 413 trainees received pre-employment training respectively.
- (d) In 2013-14 and 2014-15 (up to February 2015), 3 112 and 2 187 trainees were placed into training vacancies respectively. A breakdown of the figures by industry and occupation is tabulated as follows:

Breakdown by industry

Industry	No. of trainees placed into training vacancies	
	2013/14 Programme Year	2014/15 Programme Year (up to February 2015)
Community, social and personal service	777	430
Construction	944	825
Financing, insurance, real estate and business services	261	258
Government sector	190	128
Manufacturing	67	36
Transport, storage and communications	377	246
Wholesale, retail and import/export trades, restaurants and hotels	442	224
Others	54	40
Total	3 112	2 187

Breakdown by occupation

Occupational Group	No. of trainees placed into training vacancies	
	2013/14 Programme Year	2014/15 Programme Year (up to February 2015)
Associate professionals	328	221
Clerical support workers	513	312
Craft and related workers	1 284	1 118

Occupational Group	No. of trainees placed into training vacancies	
	2013/14 Programme Year	2014/15 Programme Year (up to February 2015)
Elementary occupations	51	31
Plant and machine operators and assemblers	32	29
Sales workers	405	174
Service workers	481	281
Others	18	21
Total	3 112	2 187

- (e) According to the findings of the trainee development survey conducted by the Labour Department (LD) on trainees who were enrolled on YETP and completed the 12 months' support services of the 2013/14 Programme, 73.3% of the trainees were in employment at the time of survey. LD does not keep information on the trainees by industry and occupation.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0495)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to the inspections to employment agencies (EAs), would the Government advise on:

- (a) the staff establishment, expenditure involved and annual number of inspections to EAs by each post in 2014-15; and
- (b) the estimated staff establishment, expenditure involved and annual number of inspections to EAs by each post in 2015-16.

Asked by: Hon LEE Cheuk-yan (Member Question No. 26)

Reply:

The information sought is provided as follows:

- (a) In 2014-15, six Labour Officer Grade staff of the Employment Agency Administration (EAA) were involved in conducting inspections to EAs, among other duties, and around 1 800 inspections were conducted in total. The expenditure of EAA in that financial year, excluding staff cost, was \$443,000.
- (b) In 2015-16, two Labour Officer Grade staff will be added to EAA to tighten regulation on EAs. Their duties will include participating in inspections to EAs, assisting in the investigation on EAs, collecting evidence and making prosecution. In the coming year, EAA's target number of inspections remains at 1 800. The estimated expenditure, excluding staff cost, is \$782,000.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0496)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please provide the number of people suffering from diseases or injuries caused by, related to or aggravated by work among those who sought consultation service at the occupational health clinics of the Labour Department (LD) in 2014. What was the number of patients who had illnesses or injuries unrelated to work?
- (b) Please provide a breakdown of the above two groups of patients by sex, age, industry, occupation and nature of disease.

Asked by: Hon LEE Cheuk-yan (Member Question No. 27)

Reply:

The information sought is provided as follows:

- (a) In 2014, a total of 1 804 new patients sought consultation at the occupational health clinics of LD. Among them, 1 557 (86.3%) suffered from diseases or injuries caused by, related to or aggravated by work, while the remaining 247 (13.7%) suffered from diseases or injuries unrelated to work.
- (b) A breakdown of the two groups of patients by sex, age, industry, occupation and nature of disease is provided in the tables below:

By sex

Sex	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Male	507 (32.5%)	92 (37.2%)
Female	1 050 (67.5%)	155 (62.8%)
Total	1 557 (100%)	247 (100%)

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
20 or below	1 (0.1%)	1 (0.4%)
Above 20 to 40	360 (23.1%)	51 (20.6%)
Above 40 to 60	1 118 (71.8%)	176 (71.3%)
Above 60	78 (5.0%)	19 (7.7%)
Total	1 557 (100%)	247 (100%)

By industry

Industry	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Public administration, and social and personal services	674 (43.3%)	113 (45.7%)
Wholesale, retail and import/export trades, and accommodation and food services	317 (20.3%)	45 (18.2%)
Financing, insurance, real estate, and professional and business services	242 (15.6%)	40 (16.2%)
Transportation, storage, postal, courier services, and information and communications	109 (7.0%)	16 (6.5%)
Manufacturing	100 (6.4%)	13 (5.3%)
Construction	77 (4.9%)	14 (5.7%)
Others	38 (2.5%)	6 (2.4%)
Total	1 557 (100%)	247 (100%)

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Services and sales workers	419 (26.9%)	63 (25.6%)
Professionals, associate professionals, technicians, plant and machine operators, assemblers, and craft and related trade workers	414 (26.6%)	61 (24.6%)
Elementary occupations	381 (24.4%)	58 (23.5%)
Clerical support workers	308 (19.8%)	52 (21.1%)
Others	35 (2.3%)	13 (5.2%)
Total	1 557 (100%)	247 (100%)

By nature of disease

Nature of disease	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	1 314 (84.4%)	141 (57.1%)
Auditory	17 (1.1%)	5 (2.0%)
Neurological	15 (1.0%)	9 (3.7%)
Skin	12 (0.8%)	2 (0.8%)
Respiratory	2 (0.1%)	5 (2.0%)
Visual	0 (0.0%)	2 (0.8%)
Others	197 (12.6%)	83 (33.6%)
Total	1 557 (100%)	247 (100%)

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0497)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the occupational safety of the construction industry, would the Government advise on the following:

- (a) What systematic preventive and enforcement measures are expected to be taken in 2015-16 to tackle fall-from-height hazards and other work hazards in the construction sector? What are the staff establishment and expenditure involved?
- (b) What systematic preventive and enforcement measures are expected to be taken in 2015-16 to enhance construction safety at sea? What are the staff establishment and expenditure involved?
- (c) Will any measures be taken in 2015-16 to step up the effort against non-reporting of work accidents by contractors? If yes, what are the details of the measures, and the manpower and expenditure involved?

Asked by: Hon LEE Cheuk-yan (Member Question No. 28)

Reply:

The information sought is provided as follows:

- (a) In addition to carrying out inspections as well as educational and publicity work, the Labour Department (LD) will continue to intensify the following systematic preventive and enforcement measures in 2015-16 to tackle fall-from-height hazards and other work hazards in the construction sector:
 - (1) launching special enforcement operations targeting high-risk processes in the construction industry, such as work-at-height, lifting operation and electrical work; and through stepping up liaison with major works project proponents, urging the contractors concerned to strengthen their site safety management systems in respect of high-risk processes, strengthening the participation of professional resident site

staff in monitoring work safety, and enhancing safety audits for major works projects;

- (2) conducting analysis of underlying systemic risks of serious construction accidents, formulating codes of practice/guidelines on high-risk processes, and organising thematic seminars on work safety; and
 - (3) launching a work safety accreditation scheme and a sponsorship scheme for the purchase of mobile working platforms for the renovation, maintenance, alteration and addition industry to encourage contractors (particularly small-and-medium sized contractors) to adopt safe working methods.
- (b) As regards the work safety of sea-based construction works, LD will continue to step up enforcement efforts in 2015-16, including urging employers/contractors to assess whether workers engaged in construction works adjacent to or over water are liable to fall with a risk of drowning, and provide secured fencing and rescue equipment for prevention of drowning at workplaces with the associated risks; and require employers to ensure that their employees wear lifejackets. LD will also continue to conduct joint enforcement operations in collaboration with relevant government departments, and take follow-up actions through the reporting mechanism against unsafe practices in sea-based construction works to deter breaches of work safety legislation. Furthermore, LD will collaborate with related organisations in the construction industry and relevant government departments to prepare safety guidelines and posters and organise safety talks on sea-based construction works to promote awareness of work safety at sea.

Enforcement through inspections as well as publicity and promotional work focusing on the *safety of the construction industry mentioned in (a) and (b) above* are an integral part of LD's ongoing work. The manpower and expenditure involved cannot be separately identified.

- (c) LD reminds employers from time to time, through the mass media, advertisements on public transport, booklets/posters and seminars, to report work-related injuries or death within specified periods as stipulated under the Employees' Compensation Ordinance. LD will continue to conduct investigations into suspected non-compliance cases/complaints, and take out prosecution against employers for failure in meeting the statutory requirement when there is sufficient evidence. Publicity and enforcement of prompt reporting of work-related injuries or death are an integral part of LD's promotional and enforcement work. The manpower and expenditure involved in combating non-reporting of work accidents by contractors cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)074

(Question Serial No. 0498)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide a breakdown of the number of applications to the Protection of Wages on Insolvency Fund by the time required to effect payment in 2014?

Asked by: Hon LEE Cheuk-yan (Member Question No. 29)

Reply:

A breakdown of the number of applications by the time required to effect payment in 2014 is provided as follows:

Payment Time	Number of Applications
4 weeks or less	2 108
More than 4 weeks to 6 weeks	77
More than 6 weeks to 8 weeks	1
More than 8 weeks	-
Total	2 186

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0499)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Regarding the employees' compensation claims processed in 2014, would the Government provide a breakdown of the figures by industry? As at the end of 2014, how many cases had been resolved? How much compensation was involved?
- (b) Would the Government provide a breakdown of the number of employees' compensation cases received by various branch offices of the Employees' Compensation Division in 2014?

Asked by: Hon LEE Cheuk-yan (Member Question No. 30)

Reply:

The information sought is provided as follows:

- (a) In 2014, the Labour Department (LD) processed 53 917 employees' compensation claims reported under the Employees' Compensation Ordinance. Of these, 15 531 involved incapacitation of employees for not more than three days with no permanent incapacity. As the employers made direct payment of compensation to the employees in these cases, LD does not have a breakdown on such claims by industry. For the remaining 38 386 cases, a breakdown by industry is provided below:

Industry	Number of Cases
Public Administration, Social and Personal Services	7 927
Finance and Insurance, Real Estate, Professional and Business Services	6 886
Food and Beverage Services	6 192
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 642
Transportation, Storage, Postal and Courier Services, Information and Communications	4 779
Construction	3 597

Industry	Number of Cases
Manufacturing	2 448
Others	915
Total	38 386

In 2014, of all the 53 917 reported cases, 38 585 were resolved. The amount of employees' compensation involved was \$243.1 million. The remaining cases are pending expiry of sick leave, assessment of permanent incapacity or court judgement.

- (b) A breakdown of the employees' compensation cases received by various branch offices of the Employees' Compensation Division of LD in 2014 is provided below:

Branch Office	Number of Cases
Hong Kong East Office	5 444
Hong Kong West Office	8 399
Kowloon East Office	6 461
Kowloon West Office	4 609
Kwun Tong Office	6 865
Government Servants and Seamen Office	5 826
Kwai Chung Office	4 365
Tsuen Wan Office	5 143
Shatin Office	6 592
Fatal Cases Office	213
Total	53 917

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0500)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (4) Employees' Rights and Benefits
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

Regarding Programme (4) Employees' Rights and Benefits, would the Government provide the following information:

- (a) a breakdown by industry and reason for the prosecutions taken out by the Labour Department (LD) under this Programme in 2014 and, among which, the number involving violation of the Statutory Minimum Wage (SMW) requirement;
- (b) the details on convictions and penalties.

Asked by: Hon LEE Cheuk-yan (Member Question No. 31)

Reply:

The information sought is provided as follows:

- (a) In 2014, a total of 1 663 prosecutions were taken out by LD and there were 1 449 convictions. A breakdown by industry is provided in the following table:

Industry	2014	
	No. of Prosecutions	No. of Convictions
Catering	244	225
Manufacturing	70	64
Construction	62	51
Import/Export	234	202
Wholesale/Retail	334	301
Hotels	14	11
Transport, Storage and Communications	92	79
Finance, Insurance, Real Estate and Business Services	339	309
Community, Social and Personal Services	256	189

Industry	2014	
	No. of Prosecutions	No. of Convictions
Others	18	18
Total	1 663	1 449

A breakdown by reason for taking out prosecutions is provided in the following table:

Reason	No. of Prosecutions	No. of Convictions
Failure to take out employees' compensation insurance	936	895
Wage offences	420	304
Defaulting award of Labour Tribunal/ Minor Employment Claims Adjudication Board	121	89
Holiday offences	119	111
Failure to pay periodical payments under the Employees' Compensation Ordinance	19	14
Failure to keep record of employees	5	4
Others	43	32
Total	1 663	1 449

Among the prosecutions for wage offences, two convictions involved violation of SMW requirement.

- (b) In 2014, the highest fines imposed on an individual case involving wage offences, holiday offences and failure to take out employees' compensation insurance were \$300,000, \$25,000 and \$15,000 respectively. Three employers and two directors convicted of wage offences and/or offences of defaulting awards of the Labour Tribunal were sentenced to imprisonment. Among the three employers, one was sentenced to immediate imprisonment for five months, while the other two were sentenced to imprisonment for four months (suspended for 24 months) and two months (suspended for 24 months) respectively. The two directors were sentenced to imprisonment for six months (suspended for 18 months) and four weeks (suspended for 18 months) respectively. Another employer convicted of failure to take out employees' compensation insurance was sentenced to immediate imprisonment for six months. One director was sentenced by the court to perform community service for 100 hours for wage offences and the offence of defaulting award of the Labour Tribunal.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0501)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please advise on the measures that will be taken by the Government in 2015-16 to tighten control on local employment agencies (EAs) engaged in the hiring of foreign domestic helpers? What are the staff establishment and expenditure involved?

Asked by: Hon LEE Cheuk-yan (Member Question No. 32)

Reply:

To strengthen the regulation of EAs, the Government plans to introduce a code of practice (CoP) for EAs and to consult stakeholders on the proposed CoP. Since the above measures will be implemented by existing staff amongst their other duties, the manpower and expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3206)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Article 4 of the International Labour Convention (ILC) No. 98 stipulates that necessary measures shall be taken to encourage and promote the determination of terms and conditions of employment by means of collective agreements between employers (or employers' associations) and workers' organisations. Would the Government advise on the following:

- (a) What measures did the Government take in 2014-15 to encourage and promote the use of collective agreements (excluding negotiation between an employer and individual employees)? What was the expenditure involved?
- (b) What measures does the Government plan to take in 2015-16 to encourage and promote the use of collective agreements (excluding negotiation between an employer and individual employees)? What is the expenditure involved?
- (c) Whether the Government is aware of the current application of collective agreements in Hong Kong, including the employers (or employers' associations) that have entered into collective agreements with workers' organisations, the number of workers covered by the agreements, whether the agreements are legally binding and whether any terms of collective agreements have been incorporated into individual employment contracts. If not, will such information be collected systematically so that the public can assess the effectiveness of the Government in implementing Article 4 of ILC No. 98?

Asked by: Hon LEE Cheuk-yan (Member Question No. 16)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) is committed to promoting voluntary and direct negotiation between employers and employees or their organisations. In 2014-15, three seminars on promoting employer-employee communication and dialogue were

staged for over 300 human resources managers and corporate executives to encourage communication and constructive interaction between employers and employees or their organisations at enterprise level, with a view to fostering an environment conducive to, and cultivate an appreciation of the merits of, voluntary and direct negotiation. LD also arranged a company visit cum sharing session for representatives of trade associations, employers and workers' unions of various industries to enhance communication and understanding among the parties concerned at industry level. Furthermore, LD promoted workplace consultation among different enterprises through newsletters of the Human Resources Managers' Clubs. The above activities formed an integral part of LD's efforts in promoting harmonious labour relations, and the expenditure involved could not be separately identified.

- (b) In 2015-16, LD will continue to organise various promotional activities such as talks and sharing sessions to encourage employers and human resources practitioners to adopt good people management practices and maintain effective communication with their employees or employees' organisations at enterprise level. At industry level, LD will also continue to strengthen cooperation and promote dialogue among employers, employers' associations and workers' unions through nine industry-based Tripartite Committees. For reasons explained in (a) above, the expenditure involved in these activities cannot be separately identified.
- (c) As with employment contracts signed between employers and individual employees, employers and employees or their organisations are not required by law to notify the Government of and provide information on the collective agreements that they have entered into. As such, the Government does not have information on the number of collective agreements reached and the number of employees covered. As far as LD understands, employers in trades like printing, construction, public buses, air transport, pig-slaughtering, elevator maintenance, food and beverage processing, certain public utilities etc. have signed agreements with employees or their organisations on issues related to the terms and conditions of employment. Collective agreements will be legally binding on both parties if the terms of the agreements are incorporated into individual employment contracts. In LD's experience, it is common for the terms of the collective agreements reached at industry or enterprise level to form part of the terms of the employment of the employees covered by the agreements.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0380)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) It is expected that there will be an increase of 75 posts in 2015-16 in the Labour Department (LD). Would LD provide details of the duties of these additional posts?
- (b) Regarding Programme (4) Employees' Rights and Benefits, the provision for 2015-16 is \$352.1 million. Would LD provide details of the amount of provision to be deployed and the initiatives to be launched to:
- (i) study the impact of imported workers on Hong Kong's labour market; and
 - (ii) support the Standard Working Hours (SWH) Committee's work in deepening public discussions and building consensus on working hours suiting the circumstances of Hong Kong.

Asked by: Hon LEUNG Kwan-yuen, Andrew (Member Question No. 18)

Reply:

The information sought is provided as follows:

- (a) The increase of 75 posts in 2015-16 in LD is mainly required for strengthening its services in the following areas:
- (i) establishing a Construction Industry Recruitment Centre to provide career counselling services, conduct on-the-spot interviews and organise job fairs for local construction workers;
 - (ii) enhancing employment and recruitment services for job seekers and employers;
 - (iii) enhancing the publicity on the Employment Ordinance and the promotion of good people management measures among employers and employees, as well as

raising the awareness of foreign domestic helpers and employers of their respective rights and obligations;

- (iv) stepping up the promotion of the Working Holiday Scheme between Hong Kong and other economies;
 - (v) stepping up the monitoring of employment agencies;
 - (vi) strengthening the processing and vetting of applications made under the Supplementary Labour Scheme, and offering job matching services to local qualified job seekers on relevant job titles;
 - (vii) stepping up inspections to workplaces and accommodation of imported workers to check their employers' compliance with relevant legislation and requirements stated in the standard employment contract for imported workers;
 - (viii) strengthening the administrative support services for conciliation work related to labour relations;
 - (ix) strengthening support for implementing Statutory Minimum Wage, including handling enquiries and carrying out publicity and promotional activities;
 - (x) stepping up law enforcement work related to the removal and disposal of asbestos;
 - (xi) strengthening the administrative support to the Occupational Safety and Health Training Centre and the Safety Management and Information Division; and
 - (xii) enhancing departmental support services.
- (b) (i) In 2015-16, LD has no plan to study the impact of imported workers on Hong Kong's labour market.
- (ii) In 2015-16, the estimated expenditure of LD for supporting the SWH Committee and the related work is \$8.27 million (excluding staff cost). The two working groups under the SWH Committee already completed wide public consultation and a comprehensive working hours survey last year. The SWH Committee is further exploring the issue of working hours policy by making reference to findings in these two areas of work, so as to build consensus and identify the way forward.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1185)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to the relevant statistics, the unemployment rate of young people in Hong Kong has been two to three times higher than the overall unemployment rate over a long period of time, showing that young people in Hong Kong are facing quite acute employment difficulties. In order to provide more career choices for our younger generation to realise their potential, would the Government provide direct subsidies for the employment of young people, including stepping up sectoral publicity, enhancing training, and providing, among other things, cash incentive to encourage young people to join the workforce? If yes, what are the details? If no, what are the reasons?

Asked by: Hon LEUNG Mei-fun, Priscilla (Member Question No. 40)

Reply:

Young people may encounter greater difficulties in securing employment because they may not be as competitive in terms of educational attainment, training, work experience and job search skills. This situation is commonly found in many places outside Hong Kong. To help young people in Hong Kong secure employment, the Labour Department (LD) implements the Youth Employment and Training Programme (YETP) which provides comprehensive pre-employment and on-the-job training opportunities for young school leavers aged 15 to 24 with educational attainment at sub-degree level or below to enhance their employability and employment opportunities. Under YETP, customised career guidance and employment support services offered by professional social workers, pre-employment training, workplace attachment, on-the-job training and reimbursement of course and examination fees are provided for young people.

To encourage employers to provide young people with more employment opportunities, employers who engage young people and offer on-the-job training under YETP are entitled to a maximum training allowance of \$3,000 for six to 12 months per trainee engaged. Moreover, to encourage young people to participate in training and workplace attachment training, trainees who complete the training courses under YETP are entitled to a training allowance of \$50 per day while trainees who complete the one-month

attachment training are entitled to an allowance of \$3,000. During the on-the-job training period, trainees can apply for off-the-job vocational training allowance of up to \$4,000.

Tailor-made training-cum-employment projects, organised in collaboration with employers and training bodies, are one of the core services of YETP. Arrangements will be made for the trainees who have completed the specially designed pre-employment training to undergo on-the-job training offered by participating employers. These projects offer vacancies in various industries and meet the diversified needs and interests of young people. Moreover, LD has enhanced its collaboration with employers and various organisations under YETP since 2014 and launched a number of pilot employment projects for industries such as retail, customer service, information technology and banking. These projects are targeted at industries with recruitment needs, or cater to the employment needs of specific youth groups so as to enhance the employability and employment opportunities of young people with different backgrounds. At present, more than 7 000 young people benefit from YETP each year. LD will continue to strengthen its promotional activities on all fronts with a view to canvassing more vacancies for organising more value-adding projects and programmes for young people.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0533)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Work Incentive Transport Subsidy (WITS) Scheme, please advise on:

- (a) the expenditure and number of beneficiaries each year since the Scheme started receiving applications (with a breakdown of the figures by age, residential district, type of housing and percentage of median income);
- (b) how the income and asset limits for application under the Scheme are determined. What are the method of calculation and the reason?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 12)

Reply:

The information sought is provided as follows:

- (a) The WITS Scheme started receiving applications from October 2011. The annual expenditure from 2011-12 onwards is provided below:

Year	Amount (\$million)
2011-12	133.0
2012-13	267.8
2013-14	406.4
2014-15 (revised estimate)	458.3

The number of applicants who were granted the subsidy (gross applicant count) each year since 2011 is provided below:

Year	2011	2012	2013	2014
No. of applicants granted the subsidy (gross applicant count)	10 437	49 856	67 901	80 689

A yearly breakdown of the number of applicants who were granted the subsidy (gross applicant count) by age is provided below:

Age	No. of applicants granted the subsidy (gross applicant count)			
	2011	2012	2013	2014
15 - below 20	42	345	638	797
20 - below 30	678	4 347	7 068	9 181
30 - below 40	2 240	10 690	12 278	13 080
40 - below 50	4 012	18 334	22 291	23 782
50 - below 60	2 533	11 859	18 302	23 068
60 or above	932	4 281	7 324	10 781
Total	10 437	49 856	67 901	80 689

A yearly breakdown of the number of applicants who were granted the subsidy (gross applicant count) by residential district is provided below:

District Council district	No. of applicants granted the subsidy (gross applicant count)			
	2011	2012	2013	2014
Central & Western	65	333	439	551
Eastern	387	1 839	2 381	2 642
Southern	188	965	1 167	1 436
Wan Chai	41	203	228	248
Kowloon City	306	1 713	2 325	4 241
Kwun Tong	1 470	7 446	9 937	10 763
Sham Shui Po	810	3 676	5 406	6 203
Wong Tai Sin	739	3 605	4 889	5 723
Yau Tsim Mong	193	1 130	1 557	1 644
Islands	303	1 368	1 587	1 775
Kwai Tsing	1 160	5 253	7 065	8 532
North	536	2 470	3 517	4 195
Sai Kung	374	1 853	2 438	3 056
Sha Tin	705	3 382	4 645	5 533
Tai Po	289	1 275	1 805	2 074
Tsuen Wan	290	1 377	1 785	2 018
Tuen Mun	1 187	5 333	7 688	9 347
Yuen Long	1 363	6 411	8 734	10 376
Outside Hong Kong	31	224	308	332
Total	10 437	49 856	67 901	80 689

The Labour Department does not keep statistics on the type of housing of the applicants and the percentage of their monthly income to the median monthly employment earnings published by the Census and Statistics Department (C&SD).

- (b) To ensure that public resources are channelled to needy low-income earners, income and asset limits are set for the WITS Scheme. These limits are adjusted concurrently with the asset limits of the Comprehensive Social Security Assistance (CSSA) Scheme at the beginning of each year. The income limits are updated on the basis of the median monthly domestic household income in the third quarter of the previous year as published by C&SD. The income limit for one-person household or individual-based application is 100% of the median monthly income of one-person household. The income limits for two-person household, three-person household and four-person household or above are 85%, 65% and 60% of the median monthly income of the respective household. The asset limits are pegged to three times the asset limits of the CSSA Scheme as adjusted, and increased by \$35,000 for each applicant or household member (in household-based application) aged 60 or above.

- End -

CONTROLLING OFFICER'S REPLY**(Question Serial No. 2444)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (1) Labour RelationsControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please set out in a table the number of cases involving foreign domestic helpers (FDHs) handled by the Labour Relations Division, number of settled and filed cases, and the amount involved in the past five years under the following categories.

- (a) arrears of wages
- (b) wages in lieu of notice
- (c) leave pay
- (d) others

Asked by: Hon LEUNG Yiu-chung (Member Question No. 45)Reply:

Breakdowns of the claims involving FDHs handled by the Labour Department (LD) in the past five years by cause, as well as by settlement and referral to the Labour Tribunal (LT) or Minor Employment Claims Adjudication Board (MECAB) are provided below:

Breakdown of the claims involving FDHs by cause

Cause	No. of claims				
	2010	2011	2012	2013	2014
Termination of contract	2 203	2 570	2 569	2 235	1 282
Non-payment of wages	250	263	333	310	286
Non-payment of holiday pay/annual leave pay/rest day pay	140	92	89	96	74
Others	587	453	512	545	271
Total number of claims	3 180	3 378	3 503	3 186	1 913

Breakdown of the claims involving FDHs by settlement and referral to LT or MECAB

	No. of claims				
	2010	2011	2012	2013	2014
Claims settled	2 305	2 473	2 644	2 568	1 451
Claims referred to LT or MECAB	874	901	858	618	460

LD does not keep a breakdown of the amount involved in the above claims by FDHs.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3177)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

There is an increase of 6.7% in the Labour Department's (LD) estimate for employees' rights and benefits, which is a few times more than the increase of 0.8% in the previous year. What are the reasons? Is it related to the handling of a large number of cases on the wage default of Asia Television Limited (ATV)? In handling the wage default cases of ATV, LD took a very long time to go through the process of investigation, evidence collection and prosecution. Is there a shortage of manpower in LD? Will additional manpower be allocated to cope with the situation? Regarding the performance measures, labour inspectors usually start investigation within one week upon receipt of complaints. For the investigation of complaints on wage default, how long does it generally take for labour inspectors to initiate prosecution and what are the performance measures in this regard?

Asked by: Hon MO Claudia (Member Question No. 49)

Reply:

LD's provision for 2015-16 in respect of employees' rights and benefits is \$22 million (6.7%) higher than the original estimate for 2014-15. This is mainly owing to pay rise, salary increments for staff and an increase of 11 posts. These additional posts are mainly required for strengthening inspections to workplaces and accommodation of imported workers to check employers' compliance with relevant legislation and requirements as stated in the standard employment contract for imported workers.

On safeguarding the rights and benefits of employees, LD takes a serious view on wage default and has been taking rigorous enforcement action against wage offences. Labour inspectors will commence investigation as soon as possible upon receipt of complaints on wage default.

In handling the wage default cases of ATV, LD conducts prompt and in-depth investigation with its existing manpower resources. LD needs to collect extensive and thorough evidence for the suspected wage offences, and will institute prosecution action after

securing sufficient evidence and seeking relevant legal advice. The time required for investigation and prosecution of the offences is determined by a number of factors, such as the complexity of individual cases, the number of defendants and witnesses involved, whether there is conflicting evidence among the parties, the plea of the defendants, etc. The exact time required for investigation and prosecution varies from case to case and cannot be generalised.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No.0554)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

“The targets for inspections and promotional visits to workplaces under the Factories and Industrial Undertakings Ordinance (FIUO) and the Occupational Safety and Health Ordinance (OSHO) are revised upwards from 113 400 and 4 800 respectively as from 2015 to reflect the increase in manpower.” However, the fact is that the numbers of inspections under the FIUO and the OSHO were 123 115 (actual) in 2013 and 124 907 (actual) in 2014, while the targets for promotional visits under the FIUO and the OSHO were 5 901 (actual) in 2013 and 124 907 (actual) in 2014. All these figures are higher than the planned targets in 2015. Please explain:

- (a) why the targets for inspections and promotional visits under the FIUO and the OSHO in 2015 are considered as “revised upwards”.
- (b) Please set out the changes in the manpower of field inspectors in the past five years.

Asked by: Hon POON Siu-ping (Member Question No. 3106)

Reply:

The information sought is provided as follows:

- (a) Having regard to the increased manpower, the Labour Department (LD) has revised the targets for inspections and promotional visits upwards from 113 400 and 4 800 in 2014 to 114 700 and 4 860 in 2015 respectively. The target numbers of inspections and promotional visits are set for planning purposes, and are not upper limits. LD adjusts the actual numbers of inspections and promotional visits in a year having regard to the occupational safety and health (OSH) performance of various trades and industries in that year. For 2014, given an increase in accidents involving work-at-height, lifting operations and electric shock, etc., LD carried out 124 907 inspections, which exceeded the target number of 113 400. In addition, to strengthen the promotion of the code of practice on work-at-height safety and step up safety management of major works projects, LD carried out 5 837 promotional visits, exceeding the target number of 4 800.

LD will make suitable adjustments to the numbers of inspections and promotional visits in the light of the actual OSH performance of various trades and industries in 2015.

- (b) In the past five years, the number of LD's law enforcement officers who conducted inspections under the FIUO and the OSFO increased from about 240 in 2010 and 2011 to over 250 in 2012 to 2014.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0586)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Matters Requiring Special Attention in 2015-16 under Programme (1) include pursuing a proposal to amend the reinstatement and re-engagement provisions under the Employment Ordinance (EO). What is the specific progress of the exercise?

Asked by: Hon POON Siu-ping (Member Question No. 3101)

Reply:

We are working earnestly towards finalising the draft bill. Apart from amending the EO, the bill will also introduce amendments to the relevant legislation relating to the power and operations of the Labour Tribunal. Given the complexity of the bill and the meticulous operational details involved, the Judiciary has to be fully consulted in the drafting process. The Labour Department and the Department of Justice are now studying the draft provisions and the related technical issues in detail. We expect to complete the drafting work as soon as possible with a view to introducing the bill into the Legislative Council within this year.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0594)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (3) Safety and Health at Work
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

The number of promotional visits to workplaces under the Factories and Industrial Undertakings Ordinance (FIUO) and the Occupational Safety and Health Ordinance (OSHO) dropped from 5 901 in 2013 to 5 837 in 2014, and the planned target for 2015 is reduced to 4 860. Would the Government explain the reasons for the reduction in the number of inspections?

Asked by: Hon POON Siu-ping (Member Question No. 11)

Reply:

The target number of promotional visits is set for planning purpose, and is not an upper limit. The Labour Department (LD) will adjust the actual number of promotional visits in a year having regard to the occupational safety and health (OSH) performance of various trades and industries in that year. For 2014, to strengthen the promotion of the code of practice on work-at-height safety and step up safety management of major works projects, LD carried out 5 837 promotional visits, exceeding the target number of 4 800. LD will make suitable adjustments to the number of promotional visits in the light of the latest OSH performance of various trades and industries.

- End -

CONTROLLING OFFICER'S REPLY**(Question Serial No. 0595)**

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to the information, the number of fatal accidents in non-industrial undertakings rose from 160 cases in 2013 to 167 cases in 2014. Would the Government provide the detailed figures for the past three years by industry and occupation?

Asked by: Hon POON Siu-ping (Member Question No. 12)

Reply:

The number of fatal accidents in non-industrial undertakings of the major industries in the past three years is tabulated below. The Labour Department does not keep a breakdown by occupation.

Industry (section involving non-industrial undertakings)	2012	2013	2014
Manufacturing	10	8	4
Electricity, gas and waste management	4	2	3
Construction	20	15	17
Import/export, wholesale and retail trades	30	16	23
Transportation, storage, postal and courier services	16	32	28
Accommodation and food services	10	11	8
Information and communications	1	2	1
Financial and insurance	1	4	9
Real estate	11	23	19
Professional and business services	45	34	36
Public administration, and social and personal services	13	4	13
Other industries	6	9	6
Total	167	160	167

(Note: Fatal accidents in non-industrial undertakings refer to fatalities unrelated to industrial activities. The figures for 2014 are provisional figures and the full year statistics will be completed in April 2015.)

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0596)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The number of investigations/surveys/examinations/assessments/clinical consultations on occupational health conducted by the Labour Department (LD) decreased from 25 286 in 2013 to 22 164 in 2014. Please give reasons for the decrease and provide the number of investigations, surveys, examinations, assessments and clinical consultations on occupational health conducted in the past three years in the table below.

	2012	2013	2014
Investigations on occupational health conducted			
Surveys on occupational health conducted			
Examinations on occupational health conducted			
Assessments on occupational health conducted			
Clinical consultations on occupational health conducted			

Asked by: Hon POON Siu-ping (Member Question No. 13)

Reply:

A breakdown of the number of investigations, surveys, examinations, assessments and clinical consultations on occupational health conducted by LD in 2012, 2013 and 2014 is provided in the table below:

	2012	2013	2014
Investigations on occupational health conducted	2 979	2 884	3 093
Surveys on occupational health conducted	6 676	6 577	6 258
Examinations on occupational health conducted	1 364	1 692	1 929
Assessments on occupational health conducted	2 411	2 278	488*
Clinical consultations on occupational health conducted	13 007	11 855	10 396
Total	26 437	25 286	22 164

- * The number of investigations/surveys/examinations/assessments/clinical consultations on occupational health conducted by LD decreased from 25 286 in 2013 to 22 164 in 2014 mainly because a Medical & Health Officer (Aviation Medicine) was recruited by the Civil Aviation Department in 2013 to specifically undertake duties relating to the occupational health assessments of pilots and air traffic controllers in replacement of the assessments conducted by LD. As a result, the number of LD's occupational health assessments decreased from 2 278 in 2013 to 488 in 2014.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0597)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide the following information:

- (a) The Government will intensify systematic preventive and enforcement efforts to tackle fall-from-height hazards and other work hazards in the construction sector, including major works projects and renovation, maintenance, alteration and addition (RMAA) works. What measures are included in “intensifying systematic preventive and enforcement efforts”?
- (b) The Labour Department (LD) will enhance construction safety at sea in conjunction with the Marine Department. What are the details of the collaboration? What measures will be put in place to effectively enhance construction safety at sea?

Asked by: Hon POON Siu-ping (Member Question No. 14)

Reply:

The information sought is provided as follows:

- (a) In addition to carrying out inspections as well as educational and publicity work, LD will continue to enhance the following systemic preventive and enforcement measures in 2015-16 to tackle fall-from-height hazards and other work hazards in the construction sector:
- (1) launching special enforcement operations targeting high-risk processes in the construction industry, such as work-at-height, lifting operations and electrical work; and through stepping up liaison with major works project proponents, urging the contractors concerned to strengthen their site safety management systems in respect of high-risk processes, strengthening the participation of professional resident site staff in monitoring work safety, and enhancing safety audits for major works projects;

- (2) conducting analysis of underlying systemic risks of serious construction accidents, formulating codes of practice/guidelines on high-risk processes, and organising thematic seminars on work safety; and
 - (3) launching a work safety accreditation scheme and a sponsorship scheme for the purchase of mobile working platforms for the RMAA industry to encourage contractors (particularly small-and-medium sized contractors) to adopt safe working methods.
- (b) As regards the work safety of sea-based construction works, LD will continue to step up enforcement efforts in 2015-16, including urging employers/contractors to assess whether workers engaged in construction works adjacent to or over water are liable to fall with a risk of drowning, and provide secured fencing and rescue equipment for prevention of drowning at workplaces with the associated risks; and require employers to ensure that their employees wear lifejackets. LD will also continue to conduct joint enforcement operations in collaboration with relevant government departments, and take follow-up actions through the reporting mechanism against unsafe practices in sea-based construction works to deter breaches of work safety legislation. Furthermore, LD will collaborate with organisations related to the construction industry and government departments to prepare safety guidelines and posters and organise safety talks on sea-based construction works to promote awareness of work safety at sea.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3130)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under Matters Requiring Special Attention in 2015-16 that a code of practice (CoP) will be drawn up to tighten control on local employment agencies (EAs) engaged in the hiring of foreign domestic helpers (FDHs). What are the contents of CoP? How will control be tightened effectively?

Asked by: Hon POON Siu-ping (Member Question No. 17)

Reply:

To strengthen the monitoring of EAs, the Government is planning to introduce a CoP for EAs. The CoP will set out acts that are allowed and those that should be avoided by EAs (e.g. EAs should not be involved in the financial or loans affairs of FDHs, etc.).

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3131)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

In the past five years, what was the respective number of investigations of complaints conducted by labour inspectors? What was the respective number of successful prosecutions? Please provide the numbers in the table below.

	2010	2011	2012	2013	2014
Number of investigations of complaints conducted by labour inspectors					
Number of warnings issued					
Number of successful prosecutions					

Asked by: Hon POON Siu-ping (Member Question No. 20)

Reply:

Labour inspectors of the Labour Department (LD) conduct routine inspections to workplaces of various industries to detect suspected offences and investigate complaints. LD does not keep separate statistics on the number of warnings issued and the number of successful prosecutions arising from labour inspectors' investigations of complaints. In the past five years, the number of investigations of complaints conducted by labour inspectors as well as the number of warnings issued and the number of successful prosecutions in relation to employees' rights and benefits are provided below:

	2010	2011	2012	2013	2014
Number of investigations of complaints conducted by labour inspectors	790	839	797	841	820
Number of warnings issued	607	464	472	495	477
Number of successful prosecutions*	4 109	2 581	2 371	1 821	1 449

* The number of successful prosecutions refers to the number of summonses convicted by court.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0086)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

In paragraph 138 of the Budget Speech, the Government will continue to implement a pilot project to employ ethnic minority trainees of the Youth Employment and Training Programme (YETP) as employment services ambassadors (ESAs) to provide employment services to other ethnic minority job seekers. Please provide the number, the scale of remuneration, the race and the job details of these ambassadors involved. Please also provide the number of successful cases for such employment services. Will the Government consider making this trial scheme into a permanent section under YETP?

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 10)

Reply:

The Labour Department (LD) launched a pilot "Employment Services Ambassador Programme for Ethnic Minorities" in September 2014 to employ ethnic minority trainees of YETP as ESAs. The first batch of ESAs, employed to undergo six-month on-the-job training, involved a total of 15 ethnic minority trainees, including 13 Pakistanis, one Indian and one Thai.

The basic monthly salary of ESAs is HK\$8,200. Their main duties are to assist in handling enquiries from job seekers, in particular those from ethnic minorities, on employment services of LD, and help them use various facilities in job centres; to render on-site support in job fairs organised by LD; to assist in establishing and maintaining contact with members of the ethnic minority communities to promote the employment services of LD; and to conduct questionnaire surveys and follow-up with ethnic minority job seekers on their employment situation.

Among the first batch of 15 ethnic minority trainees, 11 have successfully completed the six-month on-the-job training. The remaining four trainees resigned before contract expiry to take up other jobs or pursue further studies.

As the initial response to the pilot project has been positive, LD launched phase two of the project in March 2015. LD will consider the way forward of the project in light of the actual operating experience and review findings.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)093

(Question Serial No. 0087)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

In “Matters Requiring Special Attention in 2015-16”, the Government states that it will “establish a construction industry recruitment centre to facilitate employers to find local construction workers and provide the latter with career counselling services, conduct on the spot job interviews and job fairs”. In this connection, please provide the details of this recruitment centre as well as the manpower and resources allocated for the exercise.

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 11)

Reply:

To step up efforts to assist local construction workers to find jobs and employers of the construction industry to recruit local workers, the Government will establish a Construction Industry Recruitment Centre (“Centre”) specifically tasked to provide career counselling services, conduct on-the-spot job interviews and organise job fairs for local construction workers. To take forward the above new initiative, the Labour Department (LD) will from 2015-16 create 12 posts (six Labour Officer Grade posts, five general grade posts and one common grade post) for five years.

LD, in collaboration with relevant government departments, has actively embarked on the preparatory work, including identifying a suitable location, etc., for the Centre. The initial target is to commission the Centre in the second half of 2015-16.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)094****(Question Serial No. 0092)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: Not SpecifiedControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

The Labour Department (LD) stated that the number of non-directorate posts will be increased by 75 to 2 376 post as at 31 March 2016. Please inform this Council of the nature of work, ranks and salaries of these new posts.

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 16)Reply:

The ranks and the salary ranges of the 75 new posts are as follows:

Rank	No. of posts	Salary range (monthly)
Senior Labour Officer	1	\$94,905 - 109,340
Labour Officer	5	\$60,690 - 91,590
Assistant Labour Officer I	4	\$47,280 - 59,485
Assistant Labour Officer II	21	\$24,380 - 45,150
Senior Labour Inspector	2	\$49,515 - 59,485
Labour Inspector I	6	\$35,930 - 47,280
Occupational Hygienist	1	\$45,150 - 91,590
Supplies Officer	1	\$45,150 - 59,485
Clerical Officer	1	\$26,895 - 34,305
Assistant Clerical Officer	18	\$12,540 - 25,600
Clerical Assistant	14	\$11,060 - 19,410
Workman II	1	\$11,055 - 13,035
Total:	75	

The creation of these posts is mainly required for strengthening the services provided by LD in the following areas:

- (a) establishing a Construction Industry Recruitment Centre to provide career counselling services, conduct on-the-spot interviews and organise job fairs for local construction workers;
- (b) enhancing employment and recruitment services for job seekers and employers;
- (c) enhancing the publicity on the Employment Ordinance and the promotion of good people management measures among employers and employees, as well as raising the awareness of foreign domestic helpers and employers of their respective rights and obligations;
- (d) stepping up the promotion of the Working Holiday Scheme between Hong Kong and other economies;
- (e) stepping up the monitoring of employment agencies;
- (f) strengthening the processing and vetting of applications made under the Supplementary Labour Scheme, and offering job matching services to local qualified job seekers on relevant job titles;
- (g) stepping up inspections to workplaces and accommodation of imported workers to check their employers' compliance with relevant legislation and requirements stated in the standard employment contract for imported workers;
- (h) strengthening the administrative support for conciliation work related to labour relations;
- (i) strengthening support for implementing Statutory Minimum Wage, including handling enquiries and carrying out publicity and promotional activities;
- (j) stepping up law enforcement work related to the removal and disposal of asbestos;
- (k) strengthening the administrative support to the Occupational Safety and Health Training Centre and the Safety Management and Information Division; and
- (l) enhancing departmental support services.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0126)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: Not Specified
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the ageing population and encouraging elderly employment, it is stated in the Budget that the coverage of on-the-job training allowance under the Employment Programme for the Middle-aged (EPM) will be extended to encourage the employment of elderly persons in part-time jobs. In this connection, would the Government advise on the following:

- (a) Will the initiative cover security work taken up by elderly persons following the relaxation of age limit for security guards? If yes, what are the details? If no, what are the reasons?
- (b) Will consideration be given to provide salaries tax concessions for the elderly in future so as to encourage elderly employment? If yes, what are the details? If no, what are the reasons?

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 6)

Reply:

The information sought is provided as follows:

- (a) To attract elderly persons to stay in or return to the job market, the Labour Department (LD) will extend EPM to part-time jobs in the second half of 2015 to encourage employers to provide more suitable part-time employment opportunities to middle-aged and elderly persons aged 40 or above. The above initiative has no upper age limit and will be applicable to all placements of various industries, including security work, that meet the requirements of EPM and other relevant legislation.

- (b) Hong Kong maintains a simple and low tax regime with a narrow tax base. Among the working population, only 40% pays salaries tax, and 60% of the revenue comes from the top 5% of the payers of salaries tax. Under Hong Kong's current tax regime, the proposal of providing salaries tax concessions is not an effective way to encourage more elderly persons to join the workforce.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2864)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Supplementary Labour Scheme (SLS), would the Government advise this Committee on:

- (a) the number of applications and imported workers approved under SLS, nationality of the imported workers approved under SLS and job title and average wage of these workers in each of the past five years;
- (b) the expenditure involved for running SLS in each of the past five years; and
- (c) whether the Government has assessed the impact of SLS on the local labour market.

Asked by: Hon SIN Chung-kai (Member Question No. 21)

Reply:

The information sought is provided as follows:

- (a) From 2010 to 2014, the number of applications received and approved by the Labour Department (LD) under SLS is as follows:

	2010	2011	2012	2013	2014
Number of applications	808	745	947	1 070	1 131
Number of imported workers applied for	2 340	2 601	5 922	4 110	6 613
Number of imported workers approved	1 180	980	1 942	1 847	2 722

Under SLS, an imported worker must be remunerated at not less than the median monthly wage of the relevant job title as promulgated by the Census and Statistics

Department. Breakdowns of the number of imported workers approved from 2010 to 2014 by job title and median monthly wage are provided at Annexes 1 to 5.

According to information provided by the Immigration Department (ImmD), a breakdown of the number of imported workers in Hong Kong under SLS in the aforesaid five years by nationality is provided at Annex 6.

- (b) SLS is primarily administered by the Supplementary Labour Division (SLD) of LD. Expenditure of SLD (excluding staff cost) from 2010-11 to 2014-15 is as follows:

2010-11	2011-12	2012-13	2013-14	2014-15 (Revised Estimate)
\$130,000	\$140,000	\$140,000	\$110,000 ^{Note 1}	\$190,000 ^{Note 2}

Note 1: Excluding a one-off computer purchase at \$50,000.

Note 2: Excluding a one-off computer system enhancement at \$200,000.

- (c) According to information provided by ImmD, as at end-February 2015, there were a total of 3 140 imported workers working in Hong Kong under SLS, representing less than 0.1% of the local labour force of about 3.92 million. The Government will continue to uphold the principle of according priority of employment to local workers while bringing in manpower that is genuinely in shortage and needed locally, in an appropriate, limited and targeted manner.

**Number of imported workers approved
under SLS in 2010:
with a breakdown by job title and median monthly wage**

Job title	Number of imported workers approved	Median monthly wage by year end (\$)
1. Care Worker (Elderly Service)	636	7,590
2. Livestock/Poultry/Fish/Crop Farm Worker	280	8,740
3. Gardening Worker	40	8,970
4. Bean Curd/Soya Bean/Bean Sprout Processing Worker	39	8,840
5. Cook	28	11,560
6. Knitting Machine Operator	20	6,580
7. Machine Operator	18	7,800
8. Steel Fabricator/Steel Worker	16	11,670
9. Quality Controller/Inspector/Control Supervisor	14	16,390
10. Others	89	Not applicable [#]
Total	1 180	Not applicable [#]

[#] Not applicable as many job titles were involved.

**Number of imported workers approved
under SLS in 2011:
with a breakdown by job title and median monthly wage**

Job title	Number of imported workers approved	Median monthly wage by year end (\$)
1. Care Worker (Elderly Service)	431	8,440
2. Livestock/Poultry/Fish/Crop Farm Worker	296	8,890
3. Gardening Worker	38	9,220
4. Cook	28	12,150
5. Bean Curd/Soya Bean/Bean Sprout Processing Worker	27	9,320
6. Quality Controller/Inspector/Control Supervisor	24	16,440
7. Care Worker (Disabled Service)	19	8,400
8. Knitting Machine Operator	17	6,780
9. Buddha Statue Craftsman	14	20,780
10. Others	86	Not applicable [#]
Total	980	Not applicable [#]

[#] Not applicable as many job titles were involved.

**Number of imported workers approved
under SLS in 2012:
with a breakdown by job title and median monthly wage**

Job title	Number of imported workers approved	Median monthly wage by year end (\$)
1. Care Worker (Elderly Service)	864	9,020
2. Livestock/Poultry/Fish/Crop Farm Worker	428	9,330
3. Cellular Steel Special Piling Barge Operator	109	20,000
4. Gardening Worker	87	9,600
5. Underwater Stone Column Piling Barge Operator	73	20,000
6. Bean Curd/Soya Bean/Bean Sprout Processing Worker	66	9,930
7. High Voltage Overhead Transmission Lines Technician	55	18,030
8. Cook	45	12,170
9. Care Worker (Disabled Service)	32	9,020
10. Others	183	Not applicable [#]
Total	1 942	Not applicable [#]

[#] Not applicable as many job titles were involved.

**Number of imported workers approved
under SLS in 2013:
with a breakdown by job title and median monthly wage**

Job title	Number of imported workers approved	Median monthly wage by year end (\$)
1. Care Worker (Elderly Service)	651	9,750
2. Livestock/Poultry/Fish/Crop Farm Worker	336	9,630
3. Gardening Worker	68	9,870
4. Tunnel Miner	60	27,000
5. Care Worker (Disabled Service)	33	9,750
6. Cook	32	14,200
7. Indoor Wooden Cycling Track Specialist Builder	30	24,470
8. Tunnelling Worker	30	18,000
9. Quality Controller/Inspector/Control Supervisor	28	20,220
10. Others	579	Not applicable [#]
Total	1 847	Not applicable [#]

[#] Not applicable as many job titles were involved.

**Number of imported workers approved
under SLS in 2014:
with a breakdown by job title and median monthly wage**

Job title	Number of imported workers approved	Median monthly wage by year end (\$)
1. Care Worker (Elderly Service)	1 377	10,560
2. Livestock/Poultry/Fish/Crop Farm Worker	439	9,750
3. Gardening Worker	127	10,200
4. Cook	90	14,360
5. Tunnel Worker*	86	25,870*
6. High Voltage Overhead Transmission Lines Technician	55	19,800
7. Trackworker*	53	25,246*
8. Bean Curd/Soya Bean/Bean Sprout Processing Worker	44	10,830
9. Machine Operator	41	10,000
10. Others	410	Not applicable [#]
Total	2 722	Not applicable [#]

* Shortage trades and their monthly wages identified by the “Task Force on Short-term Labour Supply” of the Construction Industry Council.

Not applicable as many job titles were involved.

**Number of imported workers in Hong Kong
under SLS from 2010 to 2014:
with a breakdown by nationality**

Nationality	As at 31 December of				
	2010	2011	2012	2013	2014
Chinese	1 732	1 970	2 383	2 846	2 847
Filipino	49	2	1	86	86
Thai	13	11	14	20	24
Indian	7	16	16	21	29
Indonesian	2	0	0	0	0
Others	1	0	1	3	4
Total	1 804*	1 999*	2 415	2 976	2 990

* The Immigration Department does not keep a breakdown by nationality of workers imported under SLS (Manpower Development Plan for the Textiles and Clothing Industry), which was implemented in January 2006 and shelved on 1 July 2009. Therefore, the above figures exclude such imported workers.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2865)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Work Incentive Transport Subsidy (WITS) Scheme, would the Government advise this Committee on:

- (a) the monthly number of applicants and expenditure, including funds granted and administrative cost, since its territory-wide implementation in 2011, with a breakdown by 18 districts;
- (b) the application success rate since its territory-wide implementation in 2011, with a breakdown of the rate by 18 districts;
- (c) the number of applicants not granted the subsidy and the reasons;
- (d) the increase in the monthly number of applicants after the implementation of the enhancement measures in 2013 giving applicants the choice of applying for the subsidy on a household or an individual basis (i.e. the “dual track” approach);
- (e) whether the Government will consider adjusting the amount of transport subsidy; if no, what are the reasons; and
- (f) whether the Government will adjust the income and asset levels for WITS applications; if no, what are the reasons?

Asked by: Hon SIN Chung-kai (Member Question No. 22)

Reply:

The information sought is provided as follows:

- (a) As at end-February 2015, the WITS Scheme had received 245 762 applications involving a gross applicant count of 261 251 and a total expenditure (including subsidy granted and administrative cost) of \$1.2103 billion. A monthly breakdown of the

number of applicants (gross applicant count) received by the Labour Department (LD) and the expenditure incurred, as well as the number of applicants (gross applicant count) by 18 District Council (DC) districts is set out at Annex. LD does not have a breakdown of monthly expenditure by DC district.

(b) The application success rate by DC district as at end-February 2015 is provided below:

DC district	No. of applicants with processing completed (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)	Success rate
Central & Western	1 813	1 492	82.3%
Eastern	9 094	7 708	84.8%
Southern	4 600	3 985	86.6%
Wan Chai	988	759	76.8%
Kowloon City	9 414	9 328	99.1%
Kwun Tong	35 386	31 464	88.9%
Sham Shui Po	19 568	17 190	87.8%
Wong Tai Sin	18 180	16 057	88.3%
Yau Tsim Mong	6 045	4 776	79.0%
Islands	6 035	5 292	87.7%
Kwai Tsing	26 510	23 589	89.0%
North	13 242	11 466	86.6%
Sai Kung	9 677	8 297	85.7%
Sha Tin	17 339	15 207	87.7%
Tai Po	6 952	5 826	83.8%
Tsuen Wan	7 099	5 798	81.7%
Tuen Mun	28 464	25 314	88.9%
Yuen Long	32 582	28 673	88.0%
Outside Hong Kong	1 132	943	83.3%
Information not provided by applicant	57	-	-
Total	254 177	223 164	87.8%

- (c) As at end-February 2015, 3 259 applicants (gross applicant count) were not granted the subsidy for the following reasons:

Reason	No. of applicants (gross applicant count)
Asset limit being exceeded	1 379
Income limit being exceeded	1 324
Insufficient supporting information	477
Travelling expenses not incurred in commuting to and from work	305
Applicant being a full-time student or trainee not in employment	209
Applicant working less than 36 hours per month	207
Applicant not being lawfully employed and self-employed	132
On-the-job transport allowance granted under the Transport Support Scheme	12

More than one reason may be applicable to the same gross applicant count.

- (d) Under the “dual track” approach, individual-based applications could be submitted in July 2013 at the earliest. The change in the monthly number of applicants (gross applicant count) as at end-February 2015 is provided below:

Month	No. of applicants received (gross applicant count)	Change over the same month in preceding year
July 2013	13 468	+383.2%
August 2013	6 764	+196.3%
September 2013	5 299	+48.4%
October 2013	8 933	-15.2%
November 2013	5 047	-11.9%
December 2013	4 184	+16.8%
January 2014	13 533	+219.9%
February 2014	6 577	+209.7%
March 2014	6 685	+76.9%
April 2014	9 249	+2.9%
May 2014	6 862	+17.3%
June 2014	4 977	+33.0%
July 2014	11 239	-16.6%
August 2014	6 132	-9.3%
September 2014	5 618	+6.0%
October 2014	8 399	-6.0%
November 2014	4 996	-1.0%
December 2014	4 195	+0.3%
January 2015	13 141	-2.9%
February 2015	5 091	-22.6%

- (e) LD is conducting a comprehensive review of the WITS Scheme, including its objectives, eligibility criteria, level of subsidy rate, modus operandi and effectiveness.
- (f) The income and asset limits of the WITS Scheme have been raised again since the claim month of February 2015 under the annual adjustment mechanism.

Work Incentive Transport Subsidy Scheme

Monthly breakdown of the number of
applicants received (gross applicant count) and expenditure
and the number of applicants received (gross applicant count) by DC district

	October 2011	November 2011	December 2011	January 2012	February 2012	March 2012
No. of applicants (gross applicant count)	15 755	5 618	2 431	1 486	2 040	3 229
Expenditure (\$million)	8.5	14.5	27.9	29.5	20.1	19.5
No. of applicants (gross applicant count) by DC district						
Central & Western	98	34	22	27	11	28
Eastern	580	212	89	53	79	132
Southern	267	117	36	27	52	77
Wan Chai	71	14	21	4	8	13
Kowloon City	487	179	92	48	71	133
Kwun Tong	2 252	850	303	212	327	468
Sham Shui Po	1 135	375	199	110	155	240
Wong Tai Sin	1 111	368	192	121	127	210
Yau Tsim Mong	309	136	62	32	44	102
Islands	464	146	86	30	56	65
Kwai Tsing	1 806	540	261	149	175	324
North	788	276	123	79	110	139
Sai Kung	590	212	89	59	87	149
Sha Tin	1 039	441	160	115	127	228
Tai Po	411	149	66	36	49	82
Tsuen Wan	463	181	64	54	58	82
Tuen Mun	1 759	571	257	145	204	333
Yuen Long	2 066	786	294	178	288	411
Outside Hong Kong	57	24	12	5	6	10
Information not provided by applicant	2	7	3	2	6	3

	April 2012	May 2012	June 2012	July 2012	August 2012	September 2012
No. of applicants (gross applicant count)	12 745	7 082	3 277	2 787	2 283	3 570
Expenditure (\$million)	15.1	28.6	26.6	23.1	22.0	17.3
No. of applicants (gross applicant count) by DC district						
Central & Western	85	55	32	28	25	24
Eastern	507	268	111	99	98	147
Southern	236	141	80	53	46	68
Wan Chai	63	31	13	14	8	11
Kowloon City	411	231	118	91	74	121
Kwun Tong	1 880	1 093	464	388	296	496
Sham Shui Po	996	468	218	222	169	287
Wong Tai Sin	982	495	214	208	148	244
Yau Tsim Mong	312	168	76	54	58	111
Islands	333	178	101	69	62	104
Kwai Tsing	1 326	733	330	274	227	326
North	646	319	183	144	127	167
Sai Kung	536	268	129	123	92	135
Sha Tin	861	501	223	208	142	259
Tai Po	363	179	73	71	65	101
Tsuen Wan	380	181	105	79	72	98
Tuen Mun	1 254	736	337	300	232	389
Yuen Long	1 503	995	455	342	328	459
Outside Hong Kong	62	37	15	19	11	20
Information not provided by applicant	9	5	0	1	3	3

	October 2012	November 2012	December 2012	January 2013	February 2013	March 2013
No. of applicants (gross applicant count)	10 534	5 730	3 581	4 231	2 124	3 780
Expenditure (\$million)	19.1	25.7	22.8	24.8	18.2	24.5
No. of applicants (gross applicant count) by DC district						
Central & Western	76	37	29	35	18	27
Eastern	397	220	133	148	86	138
Southern	188	108	56	90	44	61
Wan Chai	42	35	15	19	9	6
Kowloon City	375	195	119	165	75	150
Kwun Tong	1 547	845	512	634	258	585
Sham Shui Po	825	473	331	376	182	290
Wong Tai Sin	737	435	232	289	155	263
Yau Tsim Mong	276	146	73	110	73	112
Islands	250	151	83	101	51	86
Kwai Tsing	1 164	580	385	413	216	331
North	535	323	176	249	130	181
Sai Kung	408	201	127	166	79	146
Sha Tin	707	405	241	259	164	303
Tai Po	289	174	82	103	70	119
Tsuen Wan	303	165	123	109	52	100
Tuen Mun	1 148	537	404	439	211	392
Yuen Long	1 216	668	440	503	239	468
Outside Hong Kong	47	30	18	20	10	20
Information not provided by applicant	4	2	2	3	2	2

	April 2013	May 2013	June 2013	July 2013	August 2013	September 2013
No. of applicants (gross applicant count)	8 988	5 849	3 742	13 468	6 764	5 299
Expenditure (\$million)	20.4	28.3	26.3	32.0	38.9	36.3
No. of applicants (gross applicant count) by DC district						
Central & Western	55	38	35	70	56	49
Eastern	307	215	138	443	265	202
Southern	162	118	72	204	116	88
Wan Chai	46	25	13	49	23	16
Kowloon City	335	193	132	361	201	164
Kwun Tong	1 293	959	586	1 859	879	715
Sham Shui Po	728	479	309	928	482	405
Wong Tai Sin	677	437	279	920	452	388
Yau Tsim Mong	215	153	96	274	161	138
Islands	192	147	81	364	180	132
Kwai Tsing	958	651	372	1 343	662	533
North	445	281	195	721	368	315
Sai Kung	342	213	117	513	251	187
Sha Tin	582	345	285	863	497	337
Tai Po	257	164	98	364	188	156
Tsuen Wan	277	171	112	378	187	134
Tuen Mun	974	586	366	1 794	813	607
Yuen Long	1 087	642	433	1 977	956	708
Outside Hong Kong	50	30	22	40	24	23
Information not provided by applicant	6	2	1	3	3	2

	October 2013	November 2013	December 2013	January 2014	February 2014	March 2014
No. of applicants (gross applicant count)	8 933	5 047	4 184	13 533	6 577	6 685
Expenditure (\$million)	38.0	38.5	31.2	33.9	37.8	44.8
No. of applicants (gross applicant count) by DC district						
Central & Western	65	32	28	76	42	52
Eastern	330	191	140	468	219	242
Southern	168	78	74	239	121	137
Wan Chai	36	28	8	43	29	20
Kowloon City	306	203	145	474	211	305
Kwun Tong	1 196	694	606	1 696	844	853
Sham Shui Po	691	387	354	987	524	541
Wong Tai Sin	684	374	311	937	452	465
Yau Tsim Mong	202	126	115	308	169	178
Islands	195	115	87	305	155	156
Kwai Tsing	1 003	532	420	1 387	711	657
North	464	248	197	740	364	351
Sai Kung	324	194	166	525	237	243
Sha Tin	635	346	285	902	458	474
Tai Po	254	131	119	367	194	192
Tsuen Wan	233	136	99	381	172	185
Tuen Mun	1 011	558	464	1 772	790	687
Yuen Long	1 087	648	544	1 882	864	914
Outside Hong Kong	49	24	22	44	18	32
Information not provided by applicant	0	2	0	0	3	1

	April 2014	May 2014	June 2014	July 2014	August 2014	September 2014
No. of applicants (gross applicant count)	9 249	6 862	4 977	11 239	6 132	5 618
Expenditure (\$million)	29.7	40.1	39.1	37.8	41.1	36.1
No. of applicants (gross applicant count) by DC district						
Central & Western	63	59	33	72	43	38
Eastern	303	234	185	368	221	179
Southern	181	118	101	184	88	105
Wan Chai	34	27	24	33	17	27
Kowloon City	410	333	218	424	256	274
Kwun Tong	1 330	976	704	1 476	786	753
Sham Shui Po	734	534	389	841	443	466
Wong Tai Sin	654	483	363	815	407	407
Yau Tsim Mong	214	184	112	245	130	151
Islands	190	120	99	264	147	126
Kwai Tsing	984	721	504	1 199	608	571
North	520	374	240	614	313	271
Sai Kung	331	242	181	463	253	195
Sha Tin	649	422	358	722	451	376
Tai Po	267	170	139	283	175	150
Tsuen Wan	264	203	128	297	159	152
Tuen Mun	1 013	751	520	1 426	744	582
Yuen Long	1 056	882	653	1 475	862	747
Outside Hong Kong	51	29	26	35	28	45
Information not provided by applicant	1	0	0	3	1	3

	October 2014	November 2014	December 2014	January 2015	February 2015	Total
No. of applicants (gross applicant count)	8 399	4 996	4 195	13 141	5 091	261 251
Expenditure (\$million)	35.1	32.3	30.0	37.4	44.4	1,210.3 *
No. of applicants (gross applicant count) by DC district						
Central & Western	61	50	38	83	45	1 874
Eastern	270	168	134	459	147	9 325
Southern	173	81	76	194	83	4 708
Wan Chai	26	22	16	37	20	1 016
Kowloon City	390	247	212	569	262	9 760
Kwun Tong	1 118	722	532	1 611	665	36 263
Sham Shui Po	664	413	368	1 032	425	20 175
Wong Tai Sin	636	392	283	947	344	18 638
Yau Tsim Mong	187	109	92	292	101	6 206
Islands	178	94	89	258	102	6 192
Kwai Tsing	946	539	432	1 448	530	27 271
North	451	255	223	689	302	13 636
Sai Kung	316	194	157	506	191	9 937
Sha Tin	591	317	296	919	355	17 848
Tai Po	239	132	135	329	142	7 127
Tsuen Wan	211	144	131	373	142	7 338
Tuen Mun	954	512	438	1 645	549	29 204
Yuen Long	942	583	523	1 695	662	33 461
Outside Hong Kong	45	22	18	44	15	1 159
Information not provided by applicant	1	0	2	11	9	113

* Including the expenditure of \$13 million incurred from April to September 2011 for the preparatory work of the WITS Scheme.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2866)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Statutory Minimum Wage (SMW) regime which has been implemented for three years, would the Government advise this Committee on the following:

- (a) The number of workplace inspections conducted in the past three years;
- (b) The number of non-compliance cases detected in the past three years;
- (c) The number of warnings issued, prosecutions taken and convictions secured in the past three years;
- (d) Will additional resources be allocated to conduct more educational work or inspections in light of the above figures? If no, what are the reasons?

Asked by: Hon SIN Chung-kai (Member Question No. 23)

Reply:

The information sought is provided as follows:

- (a) Since the implementation of SMW in May 2011 and up to end-2014, the Labour Department (LD) conducted 149 527 workplace inspections to establishments of various industries to check employers' compliance with labour laws such as the Minimum Wage Ordinance (MWO).
- (b) During the above period, including reported cases, 169 cases involving suspected violation of the MWO were detected. Follow-up actions on all such cases confirmed that employees of most cases had received SMW or recovered the shortfall in wages.
- (c) During the above period, LD issued 32 warnings to employers suspected to have contravened the MWO. LD took out prosecutions against 12 employers, ten of whom were convicted for underpayment of SMW.

- (d) Since the implementation of SMW in May 2011, the state of compliance with the MWO has been satisfactory. LD will continue to carry out publicity activities and workplace inspections, and will flexibly deploy resources to strengthen the related work as and when necessary.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2867)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to occupational safety, would the Government advise this Committee on:

- (a) the number of industrial accidents, including heat stroke and fall from height, in the past three years;
- (b) the number of inspections on occupational safety conducted in the past three years;
- (c) the number of warnings issued and prosecutions taken in the past three years; and
- (d) the details of and expenditure on prevention of industrial accidents, including education and promotion work.

Asked by: Hon SIN Chung-kai (Member Question No. 24)

Reply:

The information sought is provided as follows:

- (a) The total number of industrial accidents and the respective numbers of fall-from-height or heat stroke cases in the past three years are set out below:

	2012	2013	First three quarters of 2014
Number of industrial accidents	12 547	11 820	8 806
Number of fall-from-height cases	549	530	339
Number of cases related to heat stroke	16	17	14

(Note: The full-year accident statistics of 2014 will be completed in April 2015)

- (b) In 2012, 2013 and 2014, the Labour Department (LD) respectively conducted 128 821, 123 115 and 124 907 inspections.
- (c) The numbers of warnings issued and prosecutions taken in the past three years are set out below:

	2012	2013	2014
Number of warnings	31 498	30 496	30 961
Number of prosecutions	2 515	2 604	2 709

- (d) LD has been adopting a multi-pronged strategy to raise the awareness of occupational safety and health in various industries through legislation and enforcement, training and education, publicity and promotion to prevent the occurrence of industrial accidents. LD will continue to launch special enforcement operations targeting high-risk processes, such as work-at-height, lifting operations and electrical work. LD will also step up its publicity efforts by broadcasting new radio and television Announcements in the Public Interest on work-at-height safety and organising seminars and roving exhibitions to enhance the safety awareness of workers. As the prevention of various types of industrial accidents through enforcement, promotion and education, etc. is an integral part of LD's ongoing work on occupational safety and health, the expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2868)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding matters concerning the Employees' Compensation Ordinance (Cap. 282) (ECO), would the Government advise this Committee on:

- (a) the number of claims for compensation under the ECO received in each of the past three years, with a breakdown by industry;
- (b) the number of successful claims for compensation in each of the past three years, with a breakdown by industry, as well as the reasons for the unsuccessful claims; and
- (c) the amount of compensation successfully claimed under the ECO in the past three years, with a breakdown by industry.

Asked by: Hon SIN Chung-kai (Member Question No. 25)

Reply:

The information sought is provided as follows:

- (a) The number of employees' compensation claims reported under the ECO in the past three years is provided below:

Duration of incapacitation	2012	2013	2014
<u>Not</u> more than 3 days	16 266	16 096	15 531
More than 3 days [^]	40 497	39 072	38 386
Total	56 763	55 168	53 917

[^] Figures include fatal cases.

If the work injury incapacitates an employee for not more than three days with no permanent incapacity, the employer concerned will make direct payment of compensation to the employee. The Labour Department does not have a breakdown

of the requested information in respect of these claims. As for the remaining claims, a breakdown by industry is provided below:

Industry	2012	2013	2014
Public Administration, Social and Personal Services	8 314	8 057	7 927
Finance and Insurance, Real Estate, Professional and Business Services	7 251	6 887	6 886
Food and Beverage Services	6 924	6 431	6 192
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 849	5 831	5 642
Transportation, Storage, Postal and Courier Services, Information and Communications	5 133	5 013	4 779
Construction	3 295	3 343	3 597
Manufacturing	2 746	2 495	2 448
Others	985	1 015	915
Total	40 497	39 072	38 386

- (b) In the past three years, of the above claims resulting in incapacitation for more than three days, a breakdown of the number of claims settled in the same respective year by industry is provided below:

Industry	2012	2013	2014
Public Administration, Social and Personal Services	5 014	4 865	4 703
Finance and Insurance, Real Estate, Professional and Business Services	4 479	4 269	4 403
Food and Beverage Services	5 046	4 567	4 275
Import/Export, Wholesale and Retail Trades, Accommodation Services	3 924	3 881	3 750
Transportation, Storage, Postal and Courier Services, Information and Communications	2 996	2 958	2 764
Construction	1 179	1 134	1 213
Manufacturing	1 789	1 563	1 494
Others	482	503	452
Total	24 909	23 740	23 054

The remaining claims that have not yet been settled are awaiting expiry of sick leave, assessment of permanent incapacity or court judgement.

- (c) In the past three years, of the above claims resulting in incapacitation for more than three days and settlement in the same respective year, a breakdown of the amount of employees' compensation involved by industry is provided below:

Industry	2012 (\$million)	2013 (\$million)	2014 (\$million)
Public Administration, Social and Personal Services	38.3	38.8	40.0
Finance and Insurance, Real Estate, Professional and Business Services	30.5	29.6	32.2
Food and Beverage Services	27.7	29.2	28.3

Industry	2012 (\$million)	2013 (\$million)	2014 (\$million)
Import/Export, Wholesale and Retail Trades, Accommodation Services	26.7	31.1	29.2
Transportation, Storage, Postal and Courier Services, Information and Communications	37.2	36.8	34.6
Construction	36.5	43.6	51.2
Manufacturing	15.1	15.4	15.8
Others	2.3	1.9	1.8
Total [#]	214.3	226.4	233.0

[#] Figures may not add up to the totals owing to rounding.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2869)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to the occupational health clinics of the Labour Department (LD), would the Government advise this Committee on the following:

- (a) the number of patients who sought consultation related to working environment or industrial accidents in the past three years, with a breakdown by age and sex; and
- (b) the types of diseases or injuries of the patients in the past three years, with a breakdown by age and sex.

Asked by: Hon SIN Chung-kai (Member Question No. 26)

Reply:

The information sought is provided as follows:

- (a) The information on patients attending the occupational health clinics of LD who were diagnosed to have diseases or injuries caused by, related to or aggravated by work in the past three years, broken down by age and sex of the patients, is set out in the following tables:

By age

Age Group	2012	2013	2014
20 or below	3 (0.2%)	3 (0.2%)	1 (0.1%)
Above 20 to 40	433 (22.7%)	439 (24.9%)	360 (23.1%)
Above 40 to 60	1 386 (73.0%)	1 235 (70.0%)	1 118 (71.8%)
Above 60	78 (4.1%)	87 (4.9%)	78 (5.0%)
Total	1 900 (100%)	1 764 (100%)	1 557 (100%)

By sex

Sex	2012	2013	2014
Male	633 (33.3%)	608 (34.5%)	507 (32.5%)
Female	1 267 (66.7%)	1 156 (65.5%)	1 050 (67.5%)
Total	1 900 (100%)	1 764 (100%)	1 557 (100%)

- (b) In the past three years, about 80% of patients attending the occupational health clinics of LD suffered from musculoskeletal diseases. Breakdowns of the patients with musculoskeletal diseases and with other injuries by age and sex are set out in the following tables:

(i) Musculoskeletal Diseases¹

By age

Age Group	2012	2013	2014
20 or below	3 (0.2%)	4 (0.2%)	0 (0.0%)
Above 20 to 40	389 (21.1%)	409 (24.0%)	321 (22.1%)
Above 40 to 60	1 356 (73.7%)	1 198 (70.4%)	1 061 (72.9%)
Above 60	92 (5.0%)	92 (5.4%)	73 (5.0%)
Total	1 840 (100%)	1 703 (100%)	1 455 (100%)

By sex

Sex	2012	2013	2014
Male	624 (34.0%)	567 (33.3%)	452 (31.1%)
Female	1 216 (66.0%)	1 136 (66.7%)	1 003 (68.9%)
Total	1 840 (100%)	1 703 (100%)	1 455 (100%)

(ii) Other Injuries¹

By age

Age Group	2012	2013	2014
20 or below	1 (0.5%)	0 (0.0%)	0 (0.0%)
Above 20 to 40	49 (26.1%)	41 (20.3%)	39 (21.6%)
Above 40 to 60	135 (71.8%)	152 (75.2%)	132 (72.9%)
Above 60	3 (1.6%)	9 (4.5%)	10 (5.5%)
Total	188 (100%)	202 (100%)	181 (100%)

By sex

Sex	2012	2013	2014
Male	59 (31.4%)	69 (34.2%)	63 (34.8%)
Female	129 (68.6%)	133 (65.8%)	118 (65.2%)
Total	188 (100%)	202 (100%)	181 (100%)

Note:

¹ The number of musculoskeletal diseases or other injuries includes those caused by, related to or aggravated by work and those unrelated to work.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2870)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding false self-employment, would the Government advise this Committee on:

- (a) the figures on false self-employment and involuntary false self-employment detected in the past three years;
- (b) the number of inspections against false self-employment and the expenditure involved in the past three years; and
- (c) information on the educational and promotional work related to false self-employment as well as the expenditure involved in the past three years.

Asked by: Hon SIN Chung-kai (Member Question No. 27)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) ensures employers' compliance with labour laws through conducting inspections to workplaces to check whether there are false self-employment practices. Employees suspected to have been deprived of their employment rights and benefits under the pretext of self-employment can lodge complaints through LD's hotline. Including complaints reported by the public, the number of false self-employment cases detected by LD, whether concerning voluntary false self-employment or not, in the past three years is provided below:

	2012	2013	2014
No. of false self-employment cases detected	13	22	13

- (b) In 2012, 2013 and 2014, the number of inspections conducted by LD to workplaces to check, inter alia, whether there were false self-employment practices was 143 680, 151 912 and 146 991 respectively. As labour inspectors were responsible for the enforcement of various labour laws, the staff cost on tackling false self-employment could not be separately identified.
- (c) LD's educational and publicity efforts in enhancing public awareness of the differences in the rights and benefits between an employee and a self-employed person in the past three years mainly included broadcasting television and radio Announcements in the Public Interest, producing posters, leaflets and promotional materials, issuing feature articles, advertising on buses and taxis, and organising talks and roving exhibitions. The expenditure involved in 2012-13, 2013-14 and 2014-15 was \$367,000, \$454,000 and \$483,000 respectively.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2871)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What is the estimated expenditure of the Standard Working Hours (SWH) Committee in 2015-16? What will be its major tasks in 2015-16? Will a study on the legislative details of SWH be included? When will the Government provide the legislative timetable?

Asked by: Hon SIN Chung-kai (Member Question No. 28)

Reply:

In 2015-16, the estimated expenditure of the Labour Department for supporting the SWH Committee and the related work is \$8.27 million (excluding staff cost). The two working groups under the SWH Committee already completed wide public consultation and a comprehensive working hours survey last year. The SWH Committee is further exploring the issue of working hours policy by making reference to findings in these two areas of work, so as to build consensus and identify the way forward. The SWH Committee expects that a report will be submitted to the Government in the first quarter of next year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)104

(Question Serial No. 2872)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the number of applications to the Protection of Wages on Insolvency Fund (PWIF) in each of the past three years? What were the industries involved, the total amount claimed, the average amount of ex gratia payment made per application and the time required to effect payment?

Asked by: Hon SIN Chung-kai (Member Question No. 29)

Reply:

The information sought is provided as follows:

(a) A breakdown of applications received in the past three years by industry is provided below:

Year	Industry	No. of applications
2012	Food and beverage service activities	945
	Construction	448
	Import and export trade	427
	Manufacture of wearing apparel	149
	Manufacture of textiles	130
	Retail trade	129
	Others	748
	Total	2 976
2013	Construction	356
	Food and beverage service activities	271
	Import and export trade	245
	Land transport	185
	Travel agency, reservation service and related activities	176
	Other personal service activities	146
	Others	702
	Total	2 081

Year	Industry	No. of applications
2014	Food and beverage service activities	473
	Import and export trade	396
	Construction	394
	Retail trade	105
	Financial service activities (except insurance and pension funding)	86
	Education	85
	Others	697
	Total	2 236

- (b) The total amount of payment claimed and the average amount of ex gratia payment made per approved application in the past three years are provided below:

	2012	2013	2014
Total amount claimed (\$million)	176.0	132.4	187.3
Average amount made per approved application	\$22,160	\$26,167	\$26,916

- (c) The time required to effect payment for the approved applications in the past three years is provided below:

Payment Time	No. of Applications		
	2012	2013	2014
4 weeks or less	2 767	1 773	2 108
More than 4 weeks to 6 weeks	105	79	77
More than 6 weeks to 8 weeks	15	3	1
More than 8 weeks	-	-	-
Total	2 887	1 855	2 186

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2873)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (4) Employees' Rights and Benefits
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

The Government stated that targeted operations were mounted by the Labour Department (LD) with the Police and the Immigration Department (ImmD) to combat illegal employment to safeguard the job opportunities of local workers. LD also launched publicity programmes to enhance public awareness of the serious consequences of employing illegal workers. Please provide the following information:

- (a) What were the specific work details of and expenditure involved in the targeted operations mounted and publicity programmes launched in 2014-15?
- (b) What are the specific work details of and estimated expenditure involved in the targeted operations to be mounted and publicity programmes to be launched in 2015-16?
- (c) Will the Government assess the effectiveness of the operations? If yes, what are the details? If no, what are the reasons?

Asked by: Hon SIN Chung-kai (Member Question No. 30)

Reply

The information sought is provided as follows:

- (a) In 2014, LD mounted 178 joint operations with the Police and ImmD to raid establishments suspected to have been involved in illegal employment. LD also launched publicity campaigns to enhance public awareness of the serious consequences of employing illegal workers and encouraged the reporting of suspected offences through the mass media, posters and advertisements on public transport, etc.

As the labour inspectors involved were responsible for the enforcement of various labour laws, the staff cost on combating illegal employment could not be separately identified. The expenditure for publicity against illegal employment in 2014-15 is estimated to be \$186,000.

- (b) In 2015-16, LD will continue to collect intelligence, mount joint operations with other law enforcement departments and launch territory-wide publicity activities through various channels to combat illegal employment. LD has earmarked \$190,000 for the related publicity work.
- (c) Combating illegal employment is an on-going effort. LD will review from time to time the effectiveness of the enforcement actions, including intelligence collection and identification of suspected establishments in conjunction with other law enforcement departments.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2874)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Has the Government conducted any survey on the number of employees who are granted 17 days of statutory holidays and its percentage share in the total number of employees? Will the Government conduct any study on or legislate for the provision of 17 days of statutory holidays in 2015-16? If yes, what are the expenditure involved and specific details? If no, what are the reasons? Will the Government pledge to proceed with legislation within a certain period of time?

Asked by: Hon SIN Chung-kai (Member Question No. 31)

Reply:

In the second quarter of 2011, the Census and Statistics Department conducted a survey on statutory holidays and general holidays taken by employees in Hong Kong. The findings showed that, out of 2 757 000 employees in Hong Kong, 2 343 500 (85.0%) were employed under a continuous contract for more than three months and entitled to 12 days of paid statutory holidays. Among them, 1 365 400 were taking general holidays, representing 49.5% of the total number of employees.

The Government is aware of the labour sector's wish to increase the number of statutory holidays on a par with that of general holidays. However, the business sector is very concerned about the impact of the increase in the number of statutory holidays on employers, especially small and medium-sized enterprises which represent 98% of the enterprises in Hong Kong, and families employing over 330 000 foreign domestic helpers. The Labour Department reported the above survey findings to the Labour Advisory Board (LAB) and the Legislative Council Panel on Manpower in January and February 2015 respectively, and listened to the views of members. LAB will continue to discuss this issue. The Government will carefully consider the way forward after a consensus has been reached by the employer and employee members of LAB on the issue.

The study on statutory holidays is conducted by existing staff among their other duties, and the expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2875)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) provides free employment service to all job seekers. It provides assistance and counselling services to the unemployed and persons with disabilities; career guidance, pre-employment and on-the-job-training to young people; and the labour market information to all job seekers, including new arrivals and ethnic minorities. Please provide the following information: the number of users of the free employment service in 2014-15; the expenditure involved; their placement rates after receiving the service; whether funds and manpower will be set aside to cope with a sudden surge in service demand; and the estimated number of service users in 2015-16 and the financial provision for the service?

Asked by: Hon SIN Chung-kai (Member Question No. 32)

Reply:

In 2014, a total of 77 964 job seekers registered for free employment services, including 75 314 able-bodied job seekers and 2 650 job seekers with disabilities. At present, over 90% of the vacancies advertised through LD are open with employers' contact details. Job seekers can approach the employers and make job applications direct without registration with LD, e.g. at job fairs or through the "Interactive Employment Service" website. In 2014, LD secured about 154 000 placements for job seekers, including about 151 500 placements for able-bodied job seekers and 2 464 placements for job seekers with disabilities.

In addition, in the 2013/14 programme year (September 2013 to August 2014) of the Youth Employment and Training Programme (YETP), 7 753 trainees were enrolled and received pre-employment training, workplace attachment, on-the-job training and personalised career guidance, and 3 112 trainees were placed into on-the-job training vacancies. LD had conducted a trainee development survey for trainees of the 2013/14 programme year which showed that 73.3% of the trainees were in employment.

In 2014-15, the estimated expenditure for providing the full range of employment services is \$315.9 million. In 2015, it is estimated that 77 650 job seekers will register for free employment services, including 75 000 able-bodied job seekers and 2 650 job seekers with disabilities. For YETP, it is estimated that 8 000 trainees will be enrolled in the 2014/15 programme year. The estimated expenditure for providing the full range of employment services is \$375.1 million in 2015-16.

In the event of a sudden surge in service demand, LD will consider deploying resources as appropriate to cater for the employment needs of the job seekers.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0921)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Supplementary Labour Scheme (SLS), would the Government provide the following information:

- (a) whether any targeted inspection on the working situation of imported workers was carried out in the past five years (i.e. 2010-2014). If yes, what were the number of inspections, result and manpower arrangement involved? If no, what were the reasons?
- (b) the respective number of complaints, requests for assistance and reported cases involving imported workers under SLS received by the Labour Department (LD) in the past five years (i.e. 2010-2014) (with a breakdown of the figures by year, industry, job title, type of complaints, number of workers involved and investigation result); and
- (c) whether the Government has earmarked funding in 2015-16 for formulating and implementing effective measures to unleash the potential of local labour force, so as to meet the needs of some occupations facing a tight manpower situation and reduce the number of imported workers. If yes, what are the details? If no, what are the reasons?

Asked by: Hon TANG Ka-piu (Member Question No. 11)

Reply:

The information sought is provided as follows:

- (a) LD has a Special Enforcement Team (Imported Workers) (SET(IW)) specifically tasked to conduct inspections to workplaces and accommodation of imported workers so as to safeguard their employment rights. From 2010 to 2014, the Labour Inspectors of SET(IW) conducted a total of 1 944, 2 417, 2 789, 3 368 and 3 256 inspections in the respective years in handling existing cases and complaint cases. If an employer is suspected of breaching the Employment Ordinance or the requirements under SLS, LD

will conduct prompt investigations. Depending on the circumstances of the breach, LD will issue warning letters to the employers concerned. Prosecutions will be taken out against the offending employers where there is sufficient evidence. In the past five years, LD issued a total of 205 warning letters to employers of imported workers and successfully prosecuted four employers, involving five summonses altogether, resulting in total fines of \$28,500.

In 2014, inspections related to imported workers were mainly conducted by three teams comprising 12 Labour Inspectors I of SET(IW). LD will review from time to time the staffing arrangements in light of the number of applications received under SLS, and make flexible internal deployment as necessary, to cope with the inspection work to safeguard the employment rights of imported workers.

- (b) From 2010 to 2014, LD respectively received 10, 17, 22, 20 and 26 complaints/requests for assistance/reported cases concerning imported workers under SLS, involving 10, 20, 34, 21 and 26 imported workers in the respective years.

The annual breakdowns of the above complaints by industry, job title, type of complaints and investigation result are provided as follows:

- (i) By industry

Industry	Number of complaints				
	2010	2011	2012	2013	2014
1. Agriculture and Fishing	1	2	5	1	6
2. Manufacturing	2	2	1	2	-
3. Construction	-	-	-	1	1
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	-	-	-	1	-
5. Transport, Storage and Communications	-	-	-	-	-
6. Financing, Insurance, Real Estate and Business Services	-	-	-	-	-
7. Community, Social and Personal Services	7	13	16	15	19
Total	10	17	22	20	26

(ii) By job title

Job title	Number of complaints				
	2010	2011	2012	2013	2014
1. Care Worker (Elderly Service)	6	13	16	15	17
2. Livestock/Poultry/Fish/ Crop Farm Worker	1	2	4	1	6
3. Bean Curd/Soya Bean Bean Sprout Processing Worker	1	1	-	1	-
4. Others	2	1	2	3	3
Total	10	17	22	20	26

(iii) By type of complaints

Type of complaints	Number of complaints				
	2010	2011	2012	2013	2014
1. Wages	7	15	13	13	11
2. Working hours arrangement	2	1	6	4	12
3. Others	1	1	3	3	3
Total	10	17	22	20	26

(iv) By investigation result

Investigation result	Number of complaints substantiated				
	2010	2011	2012	2013	2014
1. Prosecutions taken	^{Note 1}	-	^{Note 2}	-	-
2. Warning letters issued ^{Note 3}	1	3	3	4	5
Total	1	3	5	4	5
<i>(Percentage share in total number of complaints)</i>	<i>(10.0%)</i>	<i>(17.6%)</i>	<i>(22.7%)</i>	<i>(20.0%)</i>	<i>(19.2%)</i>

Note 1 One prosecution case was withdrawn owing to insufficient evidence at court.

Note 2 One employer was convicted for wage offences and fined \$20,000 in total in two summonses; another employer was convicted for failure to take out employees' compensation insurance and fined \$3,000 for one summons.

Note 3 For individual substantiated complaints, warning letters were issued to the employers concerned in accordance with the established arrangements as these employers had duly rectified the technical irregularities, such as late payment of wages to imported workers by one or two days.

- (c) The Government will establish a Construction Industry Recruitment Centre specifically tasked to provide career counselling services, conduct on-the-spot job interviews and organise job fairs for local construction workers. To take forward the above new initiative, LD will from 2015-16 create 12 posts (six Labour Officer Grade posts, five general grade posts and one common grade post) for five years. The annual staff cost is about \$5.6 million.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0922)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under Matters Requiring Special Attention in 2015-16 that major new plans include "pursuing a proposal to amend the reinstatement and re-engagement provisions under the Employment Ordinance (Cap. 57) (EO)". In this connection, would the Government advise this Committee on:

- (a) the latest progress of the exercise concerning the proposed amendment;
- (b) the expected time for the completion of the exercise concerning the proposed amendment;
- (c) the exact time schedule for the amendment bill to be introduced into the Legislative Council (LegCo); and
- (d) the bureaux/departments involved in the legislative exercise concerning the amendment of the provisions; is there any plan to employ additional manpower to speed up the progress?

Asked by: Hon TANG Ka-piu (Member Question No. 12)

Reply:

The information sought is provided as follows:

- (a) We are working earnestly towards finalising the draft bill. Apart from amending the EO, the bill will also introduce amendments to the relevant legislation relating to the power and operations of the Labour Tribunal. Given the complexity of the bill and the meticulous operational details involved, the Judiciary has to be fully consulted in the drafting process. The Labour Department (LD) and the Department of Justice (DoJ) are now studying the draft provisions and the related technical issues in detail.

- (b) & (c) We expect to complete the drafting of the amendment bill within this year for introduction into LegCo.

- (d) The Labour and Welfare Bureau, DoJ, LD and the Judiciary are involved in the legislative exercise relating to the amendment bill. The bureaux and departments concerned will deploy adequate staff as appropriate to handle the work.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0923)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the handling of disputes and claims, would the Government advise this Committee on:

- (a) the respective number of labour disputes and claims handled by the Labour Department (LD) in 2014;
- (b) the respective number of labour disputes and claims for which conciliation service was not rendered by LD in 2014 because the employers concerned were insolvent or could not be reached; and
- (c) the total number of claimants as well as the total amount of claims involved in labour disputes and claims in 2014.

Asked by: Hon TANG Ka-piu (Member Question No. 18)

Reply:

The information sought is provided as follows:

- (a) The numbers of labour disputes (i.e. cases involving over 20 employees) and claims (i.e. cases involving 20 or less employees) handled by LD in 2014 were 68 and 15 764 respectively.
- (b) The numbers of labour disputes and claims for which conciliation service was not rendered by LD in 2014 because the employers concerned were insolvent or could not be reached were 6 and 585 respectively.
- (c) The total number of claimants as well as the total amount of claims involved in labour disputes and claims in 2014 are as follows:

	Total number of claimants involved	Total amount of claims
Labour disputes	17 211	\$123 million
Claims	20 047	\$847 million

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0924)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

Would the Government provide the following information:

- (a) A breakdown (by year, gender, age, nationality, residential district and length of residence in Hong Kong) of the total number of new arrival job seekers registered in 2014;
- (b) A breakdown (by year, gender, age, nationality, residential district, length of residence in Hong Kong, industry, nature of work and wage level) of the number of new arrival job seekers with placements secured through the referral services of the Labour Department (LD) in 2014;
- (c) In 2015-16, what measures are in place to enhance employment support to new arrival job seekers in career guidance, pre-employment and on-the-job training?

Asked by: Hon TANG Ka-piu (Member Question No. 17)

Reply:

The information sought is provided as follows:

- (a) In 2014, 5 333 new arrival job seekers from the Mainland registered with LD for employment services. Breakdowns by gender, age, residential district and length of residence in Hong Kong are at Annex 1. As for ethnic minority job seekers newly arrived from places other than the Mainland, LD provides dedicated special employment service for them. LD does not have breakdowns of ethnic minority job seekers newly arrived from places other than the Mainland.
- (b) Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies via LD. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers who found work through direct application are not required to

report their placements to LD. In 2014, 995 placements were secured for new arrival job seekers from the Mainland through LD's referral services. LD does not keep a breakdown of the placements by nature of work. Breakdowns by gender, age, residential district, length of residence in Hong Kong, industry and wage level are at Annex 2.

- (c) In addition to LD's general employment services and facilities available for job seekers, special counters are set up in all LD job centres to provide new arrival job seekers with job referral services. Resource corners are also set up in the job centres. Regular tailor-made employment briefings are organised to provide employment information to help them better understand the local labour market situation and improve job search skills. New arrival job seekers may also meet the employment advisors in job centres to obtain job search advice and information on training/retraining courses, and/or to receive career aptitude assessment as appropriate. Those who have difficulties finding jobs are encouraged to participate in various employment programmes to enhance their employability. In 2015-16, LD will continue to strengthen collaboration with non-governmental organisations providing services to new arrivals and encourage these organisations to refer the new arrivals with employment needs to LD for employment services at job centres. At the same time, LD will also continue to proactively promote large-scale and district-based job fairs to new arrival job seekers and encourage their participation so as to increase their employment opportunities.

Number of new arrival job seekers from the Mainland
registered with the Labour Department in 2014

(i) By gender

Gender	No. of job seekers
Male	1 759
Female	3 574
Total	5 333

(ii) By age

Age	No. of job seekers
15-below 20	247
20-below 30	1 814
30-below 40	1 909
40-below 50	1 011
50-below 60	290
60 or above	62
Total	5 333

(iii) By residential district

District	No. of job seekers
Hong Kong Island	552
Kowloon West	931
Kowloon East	1 478
New Territories East	954
New Territories West	1 418
Total	5 333

(iv) By length of residence in Hong Kong

Length of residence	No. of job seekers
Less than 1 year	1 910
1 year-less than 2 years	738
2 years-less than 3 years	612
3 years-less than 4 years	528
4 years-less than 5 years	557
5 years-less than 6 years	520
6 years-less than 7 years	468
Total	5 333

Number of job placements secured for new arrival job seekers from the Mainland
through LD's referral

(i) By gender

Gender	No. of placements
Male	214
Female	781
Total	995

(ii) By age

Age	No. of placements
15-below 20	27
20-below 30	338
30-below 40	355
40-below 50	212
50-below 60	54
60 or above	9
Total	995

(iii) By residential district

District	No. of placements
Hong Kong Island	90
Kowloon West	150
Kowloon East	271
New Territories East	203
New Territories West	281
Total	995

(iv) By length of residence in Hong Kong

Length of residence	No. of placements
Less than 1 year	259
1 year-less than 2 years	133
2 years-less than 3 years	126
3 years-less than 4 years	116
4 years-less than 5 years	123
5 years-less than 6 years	117
6 years-less than 7 years	121
Total	995

(v) By industry

Industry	No. of placements
Manufacturing	65
Construction	22
Wholesale, retail and import/export trades, restaurants and hotels	615
Transport, storage and communications	40
Financing, insurance, real estate and business services	111
Community, social and personal services	142
Total	995

(vi) By earnings

Monthly earnings	No. of placements
Below \$4,000*	27
\$4,000-below \$5,000	20
\$5,000-below \$6,000	30
\$6,000-below \$7,000	103
\$7,000-below \$8,000	90
\$8,000-below \$9,000	132
\$9,000-below \$10,000	213
\$10,000-below \$11,000	152
\$11,000-below \$12,000	83
\$12,000-below \$13,000	69
\$13,000-below \$14,000	19
\$14,000 or above	57
Total	995

* Placements with monthly earnings below \$4,000 were all part-time or temporary jobs.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0925)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding occupational safety in the construction industry, would the Government advise this Committee on the following:

- (a) The number of industrial injuries and fatal cases in the construction industry and its percentage share in the total number of construction accidents in the past three years (i.e. 2012-14) (with a breakdown by year, job title, workplace, type of accidents and type of casualties);
- (b) The number of inspections to construction sites conducted by the staff of the Labour Department (LD) and the number of non-compliance cases detected (with a breakdown by offence) in the past three years (i.e. 2012-14). How many contractors and related persons were prosecuted and how many suspension notices were issued?
- (c) What is the number of LD staff responsible for conducting construction site inspections in 2015-16? Apart from inspections, has the Government earmarked funding to devise new measures to address workers' risk of accident brought by an increasing number of infrastructure projects and the need to catch up with the works progress?

Asked by: Hon TANG Ka-piu (Member Question No. 15)

Reply:

The information sought is provided as follows:

- (a) In 2012, 2013 and the first three quarters of 2014, there were respectively 3 160, 3 232 and 2 571 industrial accidents in the construction industry. A breakdown of accidents by type is provided at Annex. LD does not keep a breakdown of accidents by job title, workplace and type of casualties.

- (b) The numbers of inspections to construction sites, prosecutions taken, and suspension notices issued to contractors and related persons, in the past three years are set out below.

	2012	2013	2014
Number of inspections to construction sites	63 966	61 529	61 251
Number of prosecutions taken against contractors and related persons	1 928	1 988	2 177
Number of suspension notices issued to contractors and related persons	683	669	930

The number of prosecutions taken out by LD against common offences of non-compliance is set out below:

Nature of Offence	2012	2013	2014
Unsafe working at height	889	866	908
Unsafe plant, machinery and system of work	493	514	678
Non-provision of/not wearing personal protective equipment	336	350	412
Others	210	258	179
Total	1 928	1 988	2 177

- (c) Conducting construction site inspections and implementing counter-measures for infrastructure projects are integral parts of LD's ongoing work, and the manpower involved cannot be separately identified. LD will review the staff establishment from time to time and increase manpower when necessary so as to step up its efforts in enforcement through inspections, publicity and promotion as well as education and training and to mitigate workers' risk of accidents. Regarding the work safety of major infrastructure projects, LD will continue to eliminate potential work hazards, through stepping up liaison with works project proponents, urging the contractors concerned to strengthen their site safety management systems in respect of high-risk processes, strengthening the participation of professional resident site staff in monitoring work safety, and enhancing safety audits for major works projects. In addition, to raise the industry's awareness of systemic safety problems and proper implementation of preventive measures, LD organises from time to time thematic large-scale promotional and educational programmes, including safety seminars on tunnelling works, work-at-height, lifting operations and electrical work held in 2014.

Industrial Accidents in Construction Industry in 2012, 2013 and the First Three Quarters of 2014 by Type of Accidents

Type of Accidents	2012		2013		First Three Quarters of 2014		Total number of construction accidents	Share of total number of construction accidents
	Number of construction accidents	Share of total number of construction accidents	Number of construction accidents	Share of total number of construction accidents	Number of construction accidents	Share of total number of construction accidents		
Trapped in or between objects	114 (1)	3.6%	133	4.1%	144 (1)	5.6%	391 (2)	4.4%
Injured whilst lifting or carrying	519	16.4%	488	15.1%	326	12.7%	1 333	14.9%
Slip, trip or fall on same level	719	22.8%	779	24.1%	640	24.9%	2 138	23.9%
Fall of person from height	423 (12)	13.4%	431 (15)	13.3%	264 (5)	10.3%	1 118 (32)	12.5%
Striking against fixed or stationary object	293 (1)	9.3%	304	9.4%	294	11.4%	891 (1)	9.9%
Striking against or struck by moving object	548 (2)	17.3%	602 (2)	18.6%	473 (2)	18.4%	1 623 (6)	18.1%
Stepping on object	18	0.6%	6	0.2%	8	0.3%	32	0.4%
Exposure to or contact with harmful substance	20	0.6%	15	0.5%	20	0.8%	55	0.6%
Contact with electricity or electric discharge	17 (7)	0.5%	10	0.3%	11 (2)	0.4%	38 (9)	0.4%
Trapped by collapsing or overturning object	6	0.2%	5	0.2%	1	0.04%	12	0.1%
Struck by falling object	56	1.8%	49 (2)	1.5%	38 (4)	1.5%	143 (6)	1.6%
Struck by moving vehicle	12	0.4%	17 (1)	0.5%	16	0.6%	45 (1)	0.5%
Contact with moving machinery or object being machined	234	7.4%	216	6.7%	173	6.7%	623	7.0%
Drowning	-	0%	1 (1)	0.03%	-	0%	1 (1)	0.01%
Exposure to fire	7	0.2%	4	0.1%	3 (1)	0.1%	14 (1)	0.2%
Exposure to explosion	4	0.1%	6	0.2%	1	0.04%	11	0.1%
Injured by hand tool	95	3.0%	97	3.0%	80	3.1%	272	3.0%
Injured by fall of ground	4 (1)	0.1%	2 (1)	0.1%	-	0%	6 (2)	0.1%
Asphyxiation	-	0%	-	0%	1 (1)	0.04%	1 (1)	0.01%
Contact with hot surface or substance	22	0.7%	12	0.4%	18	0.7%	52	0.6%
Injured by animal	-	0%	-	0%	1	0.04%	1	0.01%
Others	49	1.6%	55	1.7%	59	2.3%	163	1.8%
TOTAL	3 160 (24)	100.0%	3 232 (22)	100.0%	2 571 (16)^d	100.0%	8 963 (62)^e	100.0%

- Notes: (a) Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first three quarters of 2014. The industrial accident statistics of the full year of 2014 will be released in April 2015.
- (b) Figures in brackets denote the number of industrial fatalities which has also been included in the number of accidents.
- (c) Percentages may not be added up to 100% owing to rounding of figures.
- (d) The total number of industrial fatalities in 2014 is 20.
- (e) The total number of industrial fatalities from 2012 to 2014 is 66.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0926)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide the following information:

- (a) The number of job vacancies in the construction industry in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year and job title);
- (b) The number of employed persons in the construction industry in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year, gender, age group, mode of employment and job title);
- (c) The number of underemployed persons and the underemployment rate in the construction industry in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year, gender, age group and job title);
- (d) The number of unemployed persons and the unemployment rate in the construction industry in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year and job title);
- (e) The wage index, median wage and its year-on-year rate of change in the construction industry in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year and job title);
- (f) The number of imported workers applied for and approved in the construction industry in the past three years (i.e. 2012-2014) (with a breakdown of the figures by year, nationality, job title and wage level);
- (g) In 2014-15, what was done by the Government to meet the manpower demand in the construction industry?
- (h) How much additional manpower is expected to be provided for the industry after establishing a construction industry recruitment centre? How will the effectiveness of the centre be assessed?

Asked by: Hon TANG Ka-piu (Member Question No. 16)

Reply:

The information sought is provided as follows:

- (a) to (e) Based on the information collected by the Census and Statistics Department (C&SD), the relevant statistics are listed at Annexes 1 to 4 respectively. C&SD does not collect the relevant statistics by job title.
- (f) Under the Supplementary Labour Scheme (SLS), imported workers must be remunerated at not less than the median monthly wage of the relevant job title as promulgated by C&SD.

In 2012, 2013 and 2014, the numbers of imported workers applied for and approved under SLS in the construction industry are as follows:

	2012	2013	2014
Number of imported workers applied for	2 776	320	2 716
Number of imported workers approved	284	566	342

Breakdowns by job title and median monthly wage are provided at Annexes 5 and 6.

Employers do not have to provide information about the nationality of prospective imported workers when they submit applications under SLS. In approving individual applications, the Labour Department (LD) also will not designate the nationality of these workers. Therefore, LD does not have information about the nationality of the imported workers applied for and approved under SLS in the construction industry.

- (g) In anticipation that the total volume of construction works will be maintained at a high level, there is a keen demand for skilled construction workers. The Development Bureau (DEVB) was granted funding approval of \$320 million by the Legislative Council in 2010 and 2012, to support the Construction Industry Council (CIC) to strengthen its role in training local construction personnel, and to attract more people, especially young people, to join the industry through promotion and publicity activities.

Various training initiatives have been implemented and training courses conducted by CIC to help address manpower demand. Among these, CIC has trained over 13 000 semi-skilled workers from 2009 to end-2014. To target trades with projected labour shortage, acute ageing or recruitment difficulties, DEVB has collaborated with CIC in launching the “Enhanced Construction Manpower Training Scheme” (ECMTS) with enhanced training allowances under the aforesaid \$320 million funding commitment. As at end-2014, more than 6 000 semi-skilled workers were trained under ECMTS. To diversify the

modes of training and provide more training places, CIC has collaborated with contractors in training semi-skilled workers, whereby contractors hire trainees first and then train them on-site with CIC's subsidies. This facilitates the early acquisition of on-site experience by trainees.

Further, DEVB has provided subsidies for fees of trade tests, specified training courses and skills enhancement courses to encourage and help the in-service construction workers to register as skilled workers, and has provided subsidies for the senior construction workers to assist them in advancing to the frontline supervisory/management level. DEVB and CIC have also launched the "Enhanced Construction Supervisor/Technician Programme" with enhanced training allowances to attract more people to enrol on CIC's construction supervisor/technician courses.

To meet the needs of the industry, DEVB will seek funding approval of \$100 million for CIC to kick-start new training initiatives in the coming years to upgrade the skills of semi-skilled workers to the level of skilled workers.

Hong Kong is facing ageing population and dwindling labour force, and experiencing many constraints in training local construction workers. The construction industry needs to import skilled workers in a timely and effective manner to address the acute shortage of these workers. We need to launch further enhancement measures for SLS having regard to the unique characteristics of the construction industry to enhance the flexibility of deployment of imported skilled workers, maximise their productivity and control costs more effectively.

- (h) To step up efforts to assist local construction workers to find jobs and employers of the construction industry to recruit local workers, the Government will establish a Construction Industry Recruitment Centre ("Centre") specifically tasked to provide career counselling services, conduct on-the-spot job interviews and organise job fairs for local construction workers.

LD, in collaboration with relevant government departments, has actively embarked on the preparatory work, including identifying a suitable location, etc., for the Centre. The initial target is to commission the Centre in the second half of 2015-16. The service targets of the Centre are local job seekers who wish to join the construction industry and local workers who intend to change jobs within the industry. As the number of users will be affected by the prevailing labour market situation, the number of service users cannot be estimated at this stage.

LD will closely monitor the operation of the Centre, and keep in view the employment market situation, number of job seekers registered and successful placements so as to assess effectiveness of the Centre.

Number of job vacancies in the construction industry in 2012, 2013 and 2014

Year	Average number of vacancies
2012 ^(#)	642
2013 ^(#)	1 046
2014 ^(*)	1 565

Notes: Vacancies refer to unfilled job openings which are immediately available, and for which active recruitment steps are being taken on the survey reference date.

The numbers of vacancies of the construction industry refer to manual workers only and the data are mostly collected from the main contractors.

(#) Figures refer to averages of the four quarters of the year.

(*) Figure for 2014 Q4 is not yet available. The figure refers to average of the first three quarters of 2014.

Source: Quarterly Employment Survey of Construction Sites, Census and Statistics Department.

Number of employed persons by gender, age and full-timer/part-timer, and underemployed persons and the underemployment rate by gender and age in the construction industry in 2012, 2013 and Q1-Q4 2014

2012

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	265 600	236 000	29 700	23 600	8.5
Female	25 000	23 200	1 800	500	1.9
Age group					
15-below 25	15 700	13 900	1 800	1 200	7.2
25-below 30	22 600	21 400	1 200	1 100	4.5
30-below 40	62 800	57 300	5 500	4 500	6.9
40-below 50	76 400	68 900	7 500	6 100	7.7
50-below 60	91 200	80 000	11 200	9 100	9.4
60 and above	22 000	17 700	4 300	2 200	9.2
Overall	290 700	259 200	31 500	24 100	7.9

2013

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	279 100	245 800	33 300	24 600	8.4
Female	29 800	26 900	2 900	800	2.6
Age group					
15-below 25	15 500	13 800	1 700	1 200	7.0
25-below 30	24 100	22 500	1 600	1 300	5.0
30-below 40	65 500	60 600	4 900	3 600	5.4
40-below 50	80 200	71 600	8 600	6 400	7.6
50-below 60	98 600	84 600	14 100	10 100	9.6
60 and above	24 900	19 600	5 300	2 900	10.9
Overall	308 800	272 700	36 200	25 400	7.8

2014 Q1

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	266 200	239 600	26 600	18 600	6.5
Female	31 900	28 800	3 100	400	1.1
Age group					
15-below 25	16 100	14 900	1 300	700	3.9
25-below 30	24 700	23 900	800	700	2.6
30-below 40	64 700	60 600	4 100	3 200	4.8
40-below 50	69 600	62 800	6 800	4 100	5.5
50-below 60	98 100	85 600	12 400	8 300	7.8
60 and above	25 000	20 700	4 300	2 000	7.5
Overall	298 100	268 500	29 600	19 000	6.0

2014 Q2

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	277 500	238 200	39 300	22 800	7.8
Female	30 400	27 800	2 600	600	2.0
Age group					
15-below 25	13 200	12 600	600	400	2.9
25-below 30	24 700	22 900	1 900	1 400	5.5
30-below 40	63 900	59 300	4 600	2 200	3.3
40-below 50	79 000	69 700	9 300	5 900	7.2
50-below 60	98 200	79 600	18 600	10 700	10.3
60 and above	28 800	21 900	6 900	2 800	9.0
Overall	307 900	266 000	41 900	23 500	7.2

2014 Q3

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	290 800	254 700	36 000	22 000	7.3
Female	31 900	28 900	3 000	600	1.7
Age group					
15-below 25	16 700	15 600	1 200	700	3.9
25-below 30	21 800	20 700	1 200	600	2.6
30-below 40	70 600	65 800	4 800	3 200	4.4
40-below 50	83 900	75 300	8 600	5 700	6.6
50-below 60	100 400	84 900	15 500	9 800	9.4
60 and above	29 200	21 400	7 700	2 500	8.2
Overall	322 700	283 700	39 000	22 500	6.7

2014 Q4

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	282 400	248 500	33 900	24 700	8.3
Female	29 300	27 300	2 000	500	1.5
Age group					
15-below 25	19 100	17 400	1 700	1 000	5.0
25-below 30	23 600	22 900	700	700	3.0
30-below 40	60 900	56 600	4 400	3 500	5.5
40-below 50	80 100	72 000	8 200	6 300	7.7
50-below 60	98 200	83 800	14 400	10 900	10.5
60 and above	29 700	23 100	6 600	2 800	8.7
Overall	311 700	275 700	36 000	25 200	7.7

Notes: Figures for 2014 as a whole are not yet available.

Individual figures may not add up exactly to the total owing to rounding.

Figures less than 3 000 are compiled based on a small number of observations and hence with relatively large sampling errors and should be interpreted with caution.

(#) Figures refer to those employed persons who worked 35 hours or longer and those who worked less than 35 hours due to vacation during the 7 days before enumeration.

(@) Figures refer to those employed persons who worked less than 35 hours due to other reasons during the 7 days before enumeration.

(^) Figures refer to those who involuntarily worked less than 35 hours during the 7 days before enumeration and either (i) have been available for additional work during the 7 days before enumeration; or (ii) have sought additional work during the 30 days before enumeration.

Source: General Household Survey, Census and Statistics Department

**Number of unemployed persons and the unemployment rate
in the construction industry in 2012, 2013 and Q1-Q4 2014**

Year	Number of unemployed persons^(*)	Unemployment rate^(#) (%)
2012	14 800	4.9
2013	16 400	5.1
2014 Q1	20 000	6.3
2014 Q2	16 200	5.0
2014 Q3	12 900	3.9
2014 Q4	15 000	4.6

Note: Figures for 2014 as a whole are not yet available.

- (*) As regards the number of unemployed persons by industry, since (i) unemployed persons are classified according to their previous industry which may not necessarily be the one which he/she will enter; and (ii) there is no information on previous industry in respect of first-time job-seekers and re-entrants into the labour force who were unemployed, such figures are not strictly comparable to the overall unemployment and should be interpreted with caution. The number of unemployed persons is rounded to the nearest hundred persons.
- (#) As regards unemployment rate by industry, owing to the method of compiling the number of unemployed persons (see note (*)), such figures are not strictly comparable to the overall unemployment rate and should be interpreted with caution.

Source: General Household Survey, Census and Statistics Department.

**Median wage and its year-on-year rate of change, and wage index
in the construction industry
in 2012, 2013 and 2014**

Year	Median monthly wage^(*) (year-on-year rate of change^(@))	Nominal wage index
2012	16,100 (+ 6.3%)	Not available
2013	17,600 (+ 8.8%)	Not available
2014	Not yet available	Not available

Notes: (*) The definition of wage follows that adopted in the Employment Ordinance. It includes basic wage, commission and tips not of gratuitous nature, guaranteed bonuses and allowances, and overtime allowances. Monthly wages are rounded to the nearest hundred of Hong Kong dollar.

(@) Year-on-year rate of change is computed using unrounded figures.

Sources: Annual Earnings and Hours Survey, Census and Statistics Department

**Number of imported workers applied for under SLS in the construction industry
in 2012, 2013 and 2014:
with breakdowns by job title and median monthly wage**

2012

Job title	Number of imported workers applied for*	Median monthly wage by year end (\$)
1. Cellular Steel Special Piling Barge Operator	180	20,000
2. Underwater Stone Column Piling Barge Operator	120	20,000
3. Underwater Band Drain Special Barge Operator	100	20,000
4. High Voltage Overhead Transmission Lines Technician	70	18,030
5. Tunnel Miner	65	22,500
6. Tunnel Banksman	55	20,500
7. Underwater Geotextile Special Working Barge Operator	50	20,000
8. Tunnel Trackman	40	22,500
9. Tunnel Locomotive Operator	40	18,930
10. Others	2 056	Not applicable [#]
Total	2 776	Not applicable [#]

2013

Job title	Number of imported workers applied for*	Median monthly wage by year end (\$)
1. Pipelaying Fitter	70	17,000
2. Buddha Statue Craftsman	12	21,190
3. Computerised Jumbo Drill Operator	6	55,000
4. Mechanic - Drill & Blast Equipment	6	35,000
5. Joiner	6	24,740
6. Tunnel Shotcrete Technician	5	30,000
7. Tunnel Boring Machine Operator	4	55,000
8. Plasterer	4	26,160
9. Painter & Decorator	4	20,910
10. Others	203	Not applicable [#]
Total	320	Not applicable [#]

* For applications received towards year-end, the vetting process may be completed in the following year.

Not applicable as many job titles were involved.

2014

Job title	Number of imported workers applied for*	Median monthly wage by year end (\$)
1. Carpenter^	175	34,150^
2. Bar Bender and Fixer^	162	33,350^
3. Rigger/Metal Formwork Erector^	122	27,050^
4. Polyethylene Pipe Installation and Jointing Fitter	100	20,000
5. Tunnel Worker^	94	25,870^
6. General Welder^	77	26,500^
7. Trackworker^	75	25,246^
8. Post-tensioning Equipment Mechanic	65	27,320
9. Curtain Wall Installer^	60	23,650^
10. Others	1 786	Not applicable#
Total	2 716	Not applicable#

* For applications received towards year-end, the vetting process may be completed in the following year.

^ Manpower shortage trades of the construction industry and their monthly wages are promulgated by the “Task Force on Short-term Labour Supply” of the Construction Industry Council.

Not applicable as many job titles were involved.

**Number of imported workers approved under SLS in the construction industry
in 2012, 2013 and 2014:
with breakdown by job title and median monthly wage**

2012

Job title	Number of imported workers approved*	Median monthly wage by year end (\$)
1. Cellular Steel Special Piling Barge Operator	109	20,000
2. Underwater Stone Column Piling Barge Operator	73	20,000
3. High Voltage Overhead Transmission Lines Technician	55	18,030
4. Underwater Band Drain Special Barge Operator	29	20,000
5. Underwater Geotextile Special Working Barge Operator	14	20,000
6. Railway Bogie Welder	1	14,000
7. Jointer	1	24,740
8. Plasterer	1	23,510
9. Painter & Decorator	1	18,840
Total	284	Not applicable [#]

2013

Job title	Number of imported workers approved*	Median monthly wage by year end (\$)
1. Tunnel Miner	60	27,000
2. Indoor Wooden Cycling Track Specialist Builder	30	24,470
3. Tunnelling Worker	30	18,000
4. Concretor	26	27,310
5. Steel Bender	25	28,000
6. Segment Installer	24	20,630
7. Grouting Man	23	20,500
8. Tunnel Trackman	22	27,000
9. Intervention Worker	20	20,630
10. Others	306	Not applicable [#]
Total	566	Not applicable [#]

* For applications received towards year-end, the vetting process may be completed in the following year.

Not applicable as many job titles were involved.

2014

Job title	Number of imported workers approved*	Median monthly wage by year end (\$)
1. Tunnel Worker^	86	25,870^
2. High Voltage Overhead Transmission Lines Technician	55	19,800
3. Trackworker^	53	25,246^
4. Precast Segment Erection Operator	36	22,930
5. Plant and Equipment Operator (Tunnelling) - Tunnel Boring Machine^	22	22,000^
6. Post-tensioning Equipment Operator	21	27,320
7. Tunnel Boring Machine Mechanic	20	35,000
8. Compressed Air Worker^	10	22,000^
9. Computerised Jumbo Drill Operator	6	55,000
10. Others	33	Not applicable#
Total	342	Not applicable#

* For applications received towards year-end, the vetting process may be completed in the following year.

^ Manpower shortage trades of the construction industry and their monthly wages are promulgated by the "Task Force on Short-term Labour Supply" of the Construction Industry Council.

Not applicable as many job titles were involved.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0940)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide the following information:

- (a) A breakdown (by gender, age, educational attainment, nationality, residential district, industry, job nature and salary level) of the number of ethnic minorities employed in Hong Kong so far;
- (b) A breakdown (by gender, age, educational attainment, nationality, residential district, industry, job nature and salary level) of the total number of ethnic minority job seekers registered and, of these, the number and rate of successful placements through the referral services of the Labour Department (LD) in 2014. If no information is available, will the Government conduct any survey in this regard? If yes, when will it be conducted? If no, what are the reasons?
- (c) Were there any complaints, requests for assistance or reported cases in respect of discrimination or unfair treatment during job seeking and employment received from ethnic minority job seekers in 2014? If yes, what were the details?
- (d) In 2015-16, does the Government have any plan to allocate additional resources for promotion so as to enhance the awareness and understanding of employers and the public on the Race Discrimination Ordinance (RDO), and formulate new initiatives to strengthen career guidance, pre-employment and on-the-job support and complementary services offered to the ethnic minorities? If yes, what are the specific details of work? If no, what are the reasons?

Asked by: Hon TANG Ka-piu (Member Question No. 14)

Reply:

The information sought is provided as follows:

- (a) According to the 2011 Population Census conducted by the Census and Statistics Department (C&SD), the data of ethnic minorities working in Hong Kong (excluding foreign domestic helpers) are set out at Annex 1. C&SD does not collect breakdown figures by nature of work.
- (b) In 2014, 901 ethnic minority job seekers registered with LD for employment services. Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies via LD. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers who found work through direct application are not required to report their placements to LD. Therefore, LD does not have the figures on the placement rate. In 2014, 65 placements were secured for the ethnic minorities through LD's referral services. LD does not have the breakdown by nature of work. Breakdowns by gender and age, educational attainment, race, residential district, industry and salary level are at Annex 2.
- (c) In 2014, LD did not receive any complaints, requests for assistance or reported cases in respect of discrimination or unfair treatment during job seeking and employment from ethnic minority job seekers.
- (d) In 2015-16, on publicity, education and training, the Equal Opportunities Commission will continue to promote employers' and the public's awareness and understanding of the RDO through a series of programmes, including radio programmes, outdoor advertisements, online publicity, roving exhibitions, and seminars and training for employers, employees, educational institutions, non-governmental organisations and community groups, etc.

The Government is committed to ensuring equal opportunities and elimination of discrimination on the ground of race. At present, services for ethnic minorities are provided by various bureaux and departments according to their respective policy portfolios. For example, education support is provided by the Education Bureau, employment services and vocational training are provided by LD and the Employees Retraining Board, welfare services are provided or subsidised by the Social Welfare Department, public housing is provided by the Housing Department, and public healthcare services are provided by the Hospital Authority and the Department of Health. The Home Affairs Department provides support services for the ethnic minorities to facilitate their early integration into the community.

In addition to LD's general employment services and facilities available for job seekers, special counters are set up in all LD job centres to provide ethnic minority job seekers with job referral services. Resource corners are also set up in the job centres and regular tailor-made employment briefings are organised to provide employment information to help them better understand the local labour market situation and improve job search skills. Ethnic minority job seekers may also meet the employment advisors in job centres to obtain job search advice and information on training/retraining courses, and/or to receive career aptitude assessment as appropriate. Those who have difficulties finding jobs are encouraged to participate in various employment programmes to enhance their employability. In 2015-16, LD will

continue to canvass suitable vacancies and organise two large-scale and 12 district-based inclusive job fairs to help the ethnic minorities find work.

Furthermore, to strengthen the employment services for ethnic minorities, LD launched a pilot “Employment Services Ambassador Programme for Ethnic Minorities” in September 2014. The first batch of 15 ethnic minority trainees of the Youth Employment and Training Programme were employed as employment services ambassadors for six months and assigned to work in LD’s job centres. As the initial response to the pilot project has been positive, LD launched phase two of the project in March 2015.

Number of ethnic minorities working in Hong Kong
(excluding foreign domestic helpers)

(i) Working ethnic minorities by age group and gender, 2011

Age group	Male	Female	Both sexes
15-below 25	3 489	3 384	6 873
25-below 35	15 557	9 671	25 228
35-below 45	19 673	11 240	30 913
45-below 55	13 423	7 718	21 141
55-below 65	6 183	2 813	8 996
65 or above	2 117	271	2 388
Total	60 442	35 097	95 539

(ii) Working ethnic minorities by educational attainment (highest level attained), 2011

Educational attainment (highest level attained)	Working ethnic minorities
No schooling/pre-primary	635
Primary	4 886
Lower secondary	6 758
Upper secondary/sixth form	24 296
Post-secondary	58 964
Total	95 539

(iii) Working ethnic minorities by nationality, 2011

Nationality	Working ethnic minorities
Chinese	8 158
British	14 488
Indian	10 735
Nepalese	8 822
Filipino	8 042
Japanese	6 849
Australian	6 019
American	5 535
Pakistani	4 129
Thai	3 788
Indonesian	1 619
Others	17 355
Total	95 539

(iv) Working ethnic minorities by area of residence (District Council district), 2011

District Council district	Working ethnic minorities
Central & Western	14 733
Wan Chai	9 445
Eastern	6 218
Southern	6 439
Yau Tsim Mong	12 903
Sham Shui Po	2 268
Kowloon City	5 840
Wong Tai Sin	1 604
Kwun Tong	3 027
Kwai Tsing	2 516
Tsuen Wan	2 307
Tuen Mun	2 934
Yuen Long	5 372
North	1 018
Tai Po	1 756
Sha Tin	3 154
Sai Kung	5 222
Islands and marine	8 783
Total	95 539

(v) Working ethnic minorities by industry, 2011

Industry	Working ethnic minorities
Manufacturing	2 779
Construction	5 135
Import/export, wholesale and retail trades	21 697
Transport, storage, postal and courier services	8 139
Accommodation and food services	9 454
Information and communications	4 283
Financing and insurance	11 902
Real estate, professional and business services	14 192
Public administration, education, human health and social work activities	12 118
Miscellaneous social and personal services	5 406
Others ⁽¹⁾	434
Total	95 539

Note: (1) “Others” include such industries as “Agriculture, forestry and fishing”, “Mining and quarrying”, “Electricity and gas supply”, “Water supply; sewerage, waste management and remediation activities” and industrial activities inadequately described or unclassifiable.

(vi) Working ethnic minorities by monthly income from main employment, 2011

Monthly income from main employment (HK\$)	Working ethnic minorities
Below \$4,000	4 411
\$4,000-below \$10,000	19 677
\$10,000-below \$15,000	14 418
\$15,000-below \$20,000	8 541
\$20,000-below \$25,000	6 360
\$25,000-below \$30,000	4 033
\$30,000 or above	38 099
Total	95 539

**Number of placements secured for ethnic minority job seekers
through the Labour Department's referral services in 2014**

(i) By gender

Gender	No. of placements
Male	33
Female	32
Total	65

(ii) By age

Age	No. of placements
15-below 20	11
20-below 30	8
30-below 40	20
40-below 50	18
50-below 60	8
60 or above	0
Total	65

(iii) By educational attainment

Educational attainment	No. of placements
Primary 6 or below	4
Secondary 1-3	13
Secondary 4-5	22
Secondary 6-7	15
Post-secondary	11
Total	65

(iv) By race

Race	No. of placements
Pakistani	23
Filipino	9
Indian	8
Thai	8
Indonesian	3
Nepalese	1
Others	13
Total	65

(v) By residential district

Residential district	No. of placements
Hong Kong Island	10
Kowloon West	2
Kowloon East	19
New Territories East	10
New Territories West	24
Total	65

(vi) By industry

Industry	No. of placements
Manufacturing	5
Construction	3
Wholesale, retail and import/export trades, restaurants and hotels	30
Transport, storage and communications	7
Financing, insurance, real estate and business services	12
Community, social and personal services	8
Total	65

(vii) By salary level

Monthly earnings	No. of placements
Below \$4,000*	4
\$4,000-below \$5,000	1
\$5,000-below \$6,000	1
\$6,000-below \$7,000	3
\$7,000-below \$8,000	2
\$8,000-below \$9,000	5
\$9,000-below \$10,000	13
\$10,000-below \$11,000	12
\$11,000-below \$12,000	8
\$12,000-below \$13,000	8
\$13,000-below \$14,000	2
\$14,000 or above	6
Total	65

* All placements with monthly earnings below \$4,000 were part-time or temporary jobs.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1700)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

In the 2015-16 financial year, how and by what means or through what channels will the Labour Department (LD) publicise the newly enacted legislation on paternity leave (PL)?

What are the estimated manpower and expenditure required for the publicity?

Asked by: Hon TSE Wai-chun, Paul (Member Question No. 1)

Reply:

To tie in with the implementation of statutory PL, relevant publicity efforts in 2015-16 include: broadcasting Announcements in the Public Interest through radio; widely distributing leaflets; displaying posters at various locations; conveying relevant messages through LD's homepage; placing advertisements in periodical journals of major employers' associations and trade union federations; organising briefings for the public; staging roving exhibitions in different districts; and carrying out promotion through employers' network of nine industry-based Tripartite Committees and 18 Human Resources Managers' Clubs covering various trades and industries.

In 2015-16, the estimated expenditure for promoting statutory PL is about \$400,000. The promotional work on statutory PL is undertaken by the existing staff of LD. The manpower and staff cost involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1702)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Given the worsening problem of ageing population in Hong Kong, the Labour Department (LD) has mentioned under Matters Requiring Special Attention in the 2015-16 financial year of the Programme on Labour Relations the plan of "promoting elderly-friendly work environment to encourage elderly employment". What are the details of the plan?

What policies are in place in this financial year to promote the plan? What are the manpower and expenditure required? What is the expected effectiveness?

Asked by: Hon TSE Wai-chun, Paul (Member Question No. 3)

Reply:

The Labour Department (LD) will promote a friendly working environment for mature persons through various publicity channels and a range of educational and promotional activities with a view to encouraging mature persons to stay in or return to the employment market. These activities include: staging roving exhibitions in various districts throughout the territory to introduce to the public friendly employment practices for mature persons; publishing a series of news supplements on enterprises to share their successful experiences in actively engaging mature persons for the purpose of easing employers' concerns over employing mature persons; issuing widely distributed publications on the benefits of the relevant practices to both employers and employees; broadcasting Announcements in the Public Interest to enhance public awareness of friendly treatment of mature persons in employment; and publicising relevant messages through the employers' network of nine industry-based Tripartite Committees and 18 Human Resources Managers' Clubs covering various trades and industries to encourage employers to adopt friendly employment practices for mature persons at workplaces, having regard to the individual circumstances of their companies.

In 2015-16, the estimated expenditure for promoting friendly employment practices for mature persons is about \$400,000. As existing staffs of LD will be responsible for the promotional work, the manpower and staff cost involved cannot be separately identified.

LD will collect feedback from various stakeholders from time to time to assess the effectiveness of its promotional work and will adjust the promotional strategy accordingly.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0389)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under Matters Requiring Special Attention in 2015-16 that major new plans include “publicising the newly enacted legislation on paternity leave (PL) and monitoring its implementation”. In this connection, would the Government advise this Committee on the following:

- (a) Under the newly enacted legislation on PL, male employees with child born on or after 27 February 2015 are entitled to three days' PL for each confinement of their spouse/partner if they fulfil the relevant requirements as stipulated in the Employment Ordinance (EO). What are the estimated number of employees who will benefit from this new initiative in the first year and the number of families involved?
- (b) Regarding the review on the legislation one year after its implementation, what criteria will be used to decide on the scope of the review? Will public consultation on the number of PL days be covered, with the feasibility of increasing the number of PL days as the priority item for review?
- (c) What are the specific work and estimated expenditure involved for publicising the legislation on PL in 2015-16? How will the effectiveness of the work be assessed?

Asked by: Hon WONG Kwok-hing (Member Question No. 17)

Reply:

The information sought is provided as follows:

- (a) We are not able to make an accurate estimate on the number of employees who will benefit from statutory PL and the number of families involved as it depends on whether or not the male employees concerned have fulfilled the requirements of statutory PL under EO. Nevertheless, it is roughly estimated that tens of thousands of eligible male employees and their families may benefit from the new policy.

- (b) The Labour Department (LD) will review the implementation of statutory PL one year after its coming into effect, according to the actual operation of this employment benefit.
- (c) To tie in with the implementation of statutory PL, LD has launched extensive publicity and promotional activities since February 2015 to enhance the awareness and understanding of the new statutory employment benefit among employers, employees and related parties. The publicity activities to be launched in 2015-16 include: broadcasting Announcements in the Public Interest through radio; widely distributing leaflets; displaying posters at various locations; conveying relevant messages through LD's homepage; placing advertisements in periodical journals of major employers' associations and trade union federations; organising briefings for the public; staging roving exhibitions in various districts; and carrying out promotion through employers' network of nine industry-based Tripartite Committees and 18 Human Resources Managers' Clubs covering various trades and industries. In 2015-16, the estimated expenditure for the promotion of statutory PL is about \$400,000. LD will collect feedback from various stakeholders to help assess the effectiveness of its publicity work.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0390)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

Regarding persons with disabilities, would the Government advise this Committee on the following:

- (a) the number of persons with disabilities in employment in Hong Kong up to now (with a breakdown of the figures by gender, age, educational attainment, disability group, industry, occupation, nature of work and salary level);
- (b) the number of job seekers with disabilities registered with the Labour Department (LD) and the number of job seekers with disabilities placed by LD (with a breakdown of the figures by gender, age, educational attainment, disability group, industry, occupation, nature of work and salary level) in each of the past three years (i.e. 2012-2014); and
- (c) the number of employers who had joined the Work Orientation and Placement Scheme (WOPS) and the number of persons with disabilities involved (with a breakdown by industry, occupation, nature of work, salary level and payment period) in 2014-15. What is the estimated expenditure for promoting and implementing WOPS by LD in 2015-16?

Asked by: Hon WONG Kwok-hing (Member Question No. 18)

Reply:

The information sought is provided as follows:

- (a) According to the results of the survey on persons with disabilities and chronic diseases conducted by the Census & Statistics Department in 2013, statistics on the number of employed persons with disabilities in 2013 (by gender and age, educational attainment, selected type of disability, industry, occupation and monthly employment earnings) are provided at Annex 1.

- (b) In 2012, 2013 and 2014, LD received 2 686, 2 605 and 2 650 registrations from job seekers with disabilities for employment services respectively. Breakdowns of these registrations by gender, age, educational attainment and disability group are provided at Annex 2.

In 2012, 2013 and 2014, LD secured 2 512, 2 461 and 2 464 placements for job seekers with disabilities respectively. Breakdowns of these placements by gender, age, educational attainment, disability group, industry, occupation and salary level are provided at Annex 3.

- (c) In 2014, LD secured a total of 805 placements under WOPS, involving 368 employers. Breakdowns of these placements by industry, occupation, salary level and payment period are provided at Annex 4.

In 2015-16, the estimated expenditure for publicising and implementing WOPS by LD is \$13.07 million.

**Statistics on the number of employed persons with disabilities in 2013
according to the Census and Statistics Department's survey**

By gender and age

Age group	Male	Female	All employed persons with disabilities (excluding persons with intellectual disability)^
	Number of persons ('000)	Number of persons ('000)	Number of persons ('000)
15-below 20	0.7	‡	0.9
20-below 30	3.3	3.4	6.7
30-below 40	4.3	4.4	8.7
40-below 50	8.7	10.9	19.6
50-below 60	14.0	10.7	24.7
60 or above	9.8	5.8	15.6
Total	40.8	35.4	76.2

Note:

‡ Estimates equal to or less than 250 (including zero figures) and related statistics derived based on such estimates (e.g. percentages) are not released due to very large sampling errors.

^ There is under-estimation in respect of the number of persons with intellectual disability as derived from the survey results. Therefore, this category of persons is not included in the compilation of above statistics.

By educational attainment

Educational attainment	All employed persons with disabilities (excluding persons with intellectual disability)^ Number of persons ('000)
No schooling/pre-primary	1.7
Primary	19.1
Secondary/sixth form	40.1
Post-secondary	15.3
<i>non-degree</i>	5.7
<i>degree</i>	9.6
Total	76.2

^ There is under-estimation in respect of the number of persons with intellectual disability as derived from the survey results. Therefore, this category of persons is not included in

the compilation of above statistics.

By selected type of disability

Selected type of disability	Number of persons ('000)
(1) Restriction in body movement	16.0
(2) Seeing difficulty	16.7
(3) Hearing difficulty	20.8
(4) Speech difficulty	3.8
(5) Mental illness/mood disorder	28.1
(6) Autism	1.4
(7) Specific learning difficulties	2.3
(8) Attention deficit/hyperactivity disorder	1.0
All employed persons with disabilities (excluding persons with intellectual disability) *^	76.2

Note:

* Employed persons with more than one selected type of disability were counted in the respective types of disability and hence the overall number of employed persons with disabilities is smaller than the sum of the number of employed persons with individual types of disability.

^ There is under-estimation in respect of the number of persons with intellectual disability as derived from the survey results. Therefore, this category of persons is not included in the compilation of above statistics.

By industry

Industry	All employed persons with disabilities (excluding persons with intellectual disability)^ Number of persons ('000)
Manufacturing	3.6
Construction	6.5
Import/export trade and wholesale, retail, accommodation and food services	21.4
<i>Import/export trade and wholesale</i>	8.2
<i>Retail, accommodation and food services</i>	13.3
Transport, storage, postal and courier services, information and communications	8.2
Financing, insurance, real estate, professional and business services	15.0
Public administration, social and personal services	20.8
Other industries	0.7
Total	76.2

^ There is under-estimation in respect of the number of persons with intellectual disability as derived from the survey results. Therefore, this category of persons is not included in the compilation of above statistics.

By occupation

Occupation	All employed persons with disabilities (excluding persons with intellectual disability)^ Number of persons ('000)
Managers and administrators, and professionals and associate professionals	19.5
<i>Managers and administrators</i>	5.2
<i>Professionals</i>	2.9
<i>Associate professionals</i>	11.4
Clerical support workers	8.1
Service workers and sales workers	12.5
Craft and related workers	6.1
Plant and machine operators and assemblers	3.8
Elementary occupations	25.9
Others	‡
Total	76.2

Note:

‡ Estimates equal to or less than 250 (including zero figures) and related statistics derived based on such estimates (e.g. percentages) are not released due to very large sampling errors.

^ There is under-estimation in respect of the number of persons with intellectual disability as derived from the survey results. Therefore, this category of persons is not included in the compilation of above statistics.

By monthly employment earnings

Monthly employment earnings (HK\$)	All employed persons with disabilities (excluding persons with intellectual disability)^ Number of persons ('000)
Below 3,000 #	10.6
3,000-below 4,000 #	3.3
4,000-below 5,000	3.1
5,000-below 6,000	2.6
6,000-below 7,000	4.1
7,000-below 8,000	5.4
8,000-below 9,000	5.8

Monthly employment earnings (HK\$)	All employed persons with disabilities (excluding persons with intellectual disability)^ Number of persons ('000)
9,000-below10,000	5.0
10,000 or above	36.5
Total	76.2

Note:

Nature of work: The majority of those with monthly earnings below \$4,000 were working in sheltered workshops or working on a part-time basis.

^ There is under-estimation in respect of the number of persons with intellectual disability as derived from the survey results. Therefore, this category of persons is not included in the compilation of above statistics.

**Breakdown of registrations from job seekers with disabilities received
by the Labour Department in 2012-2014**

By gender

Gender	Number of registrations		
	2012	2013	2014
Male	1 410	1 404	1 412
Female	1 276	1 201	1 238
Total	2 686	2 605	2 650

By age

Age Group	Number of registrations		
	2012	2013	2014
15-below 20	109	62	70
20-below 30	904	838	899
30-below 40	741	722	721
40-below 50	574	586	568
50-below 60	312	334	322
60 or above	46	63	70
Total	2 686	2 605	2 650

By educational attainment

Educational attainment	Number of registrations		
	2012	2013	2014
Primary level or below	211	224	209
Secondary level	2 057	1 971	1 992
Post-secondary/University	418	410	449
Total	2 686	2 605	2 650

By disability group

Types of disability	Number of registrations		
	2012	2013	2014
Ex-mentally ill persons	679	677	655
Hearing impairment	577	546	537
Intellectual disability	514	489	526
Chronic illness	385	349	384
Physical disability	325	338	287
Visual impairment	121	101	113
Autism	65	86	120
Specific learning difficulties	13	13	15
Attention deficit/ hyperactivity disorder	7	6	13
Total	2 686	2 605	2 650

**Breakdown of placements for job seekers with disabilities
secured by the Labour Department in 2012-14**

By gender

Gender	Number of placements		
	2012	2013	2014
Male	1 379	1 322	1 329
Female	1 133	1 139	1 135
Total	2 512	2 461	2 464

By age

Age group	Number of placements		
	2012	2013	2014
15-below 20	106	65	61
20-below 30	914	863	870
30-below 40	703	709	682
40-below 50	494	531	531
50-below 60	256	240	261
60 or above	39	53	59
Total	2 512	2 461	2 464

By educational attainment

Educational attainment	Number of placements		
	2012	2013	2014
Primary level or below	229	237	251
Secondary level	2 016	1 943	1 900
Post-secondary/University	267	281	313
Total	2 512	2 461	2 464

By disability group

Types of disability	Number of placements		
	2012	2013	2014
Intellectual disability	675	663	606
Ex-mentally ill persons	596	614	608
Hearing impairment	549	528	556
Chronic illness	299	256	277
Physical disability	225	204	195
Autism	67	84	107
Visual impairment	68	83	73
Attention deficit/ hyperactivity disorder	20	11	25

Types of disability	Number of placements		
	2012	2013	2014
Specific learning difficulties	13	18	17
Total	2 512	2 461	2 464

By industry

Industry	Number of placements		
	2012	2013	2014
Manufacturing	202	180	204
Construction	18	25	33
Wholesale, retail and import/export trade, restaurants and hotels	941	930	1 002
Transport, storage and communications	109	96	72
Financing, insurance, real estate and business services	491	446	383
Community, social and personal services	485	457	477
Others (including government sector)	266	327	293
Total	2 512	2 461	2 464

By occupation

Occupation	Number of placements		
	2012	2013	2014
Managers and administrators	29	13	25
Professionals and associate professionals	64	99	74
Clerical support workers	424	403	476
Service workers	687	568	653
Shop sales workers	667	740	575
Agricultural and fishery workers	12	5	6
Craft and related workers	21	15	19
Plant and machine operators and assemblers	22	23	23
Elementary occupations	573	585	613
Others	13	10	0
Total	2 512	2 461	2 464

By salary level

Monthly earnings	Number of placements		
	2012	2013	2014
Below \$3,000 #	726	750	548
\$3,000-below \$4,000 #	274	309	333
\$4,000-below \$5,000	266	197	263
\$5,000-below \$6,000	289	166	210
\$6,000-below \$7,000	290	268	267

Monthly earnings	Number of placements		
	2012	2013	2014
\$7,000-below \$8,000	325	326	305
\$8,000-below \$9,000	224	207	215
\$9,000-below \$10,000	64	146	151
\$10,000 or above	54	92	172
Total	2 512	2 461	2 464

Nature of work:

The majority of the placements with monthly earnings below \$4,000 were part-time jobs.

**Breakdown of placements secured under
the Work Orientation and Placement Scheme (WOPS) in 2014**

By industry

Industry	Number of placements
Manufacturing	71
Wholesale, retail and import/export trade, restaurants and hotels	287
Transport, storage and communications	22
Financing, insurance, real estate and business services	117
Community, social and personal services	169
Construction	10
Others	129
Total	805

By occupation

Occupation	Number of placements
Managers and administrators	8
Professionals and associate professionals	33
Clerical support workers	199
Service workers	140
Shop sales workers	188
Agricultural and fishery workers	2
Craft and related workers	5
Plant and machine operators and assemblers	11
Elementary occupations	219
Total	805

By salary level

Monthly earnings	Number of placements
Below \$3,000 #	117
\$3,000-below \$4,000 #	122
\$4,000-below \$5,000	84
\$5,000-below \$6,000	81
\$6,000-below \$7,000	120
\$7,000-below \$8,000	122
\$8,000-below \$9,000	86
\$9,000-below \$10,000	42
\$10,000 or above	31
Total	805

Note:

The majority of the placements with monthly earnings below \$4,000 were part-time jobs.

By payment period

Maximum payment period *	Number of placements
6 months	31
8 months	774
Total	805

Note:

* Under the enhanced WOPS, eligible employers who employ persons with disabilities having employment difficulties will be granted an allowance up to a maximum of 8 months. Payment period of other eligible employers is up to a maximum of 6 months.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0240)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

In paragraph 139 of the Budget Speech, the Financial Secretary said that “I encourage employers to introduce more flexible working arrangements. I hope they would allow employees to work from home, or offer part-time and job sharing alternatives, to enable more people with family commitments to join the workforce.” In this connection, what approach will be adopted and will incentives be provided by the Government to encourage employers to introduce more flexible working arrangements. If yes, what are the details and the expenditure involved? If no, how will the Government ensure that employers follow its advice on introducing more flexible working patterns for employees?

Asked by: Hon WONG Kwok-kin (Member Question No. 13)

Reply:

The Labour Department (LD) has been promoting family-friendly employment practices (FFEP), which include various flexible working arrangements, through a wide range of publicity channels and a range of educational and promotional activities. In 2015-16, LD will enhance its publicity and education efforts in publicising FFEP by publishing a series of news supplements on enterprises to share their successful experiences in implementing FFEP, so as to promote flexible working arrangements such as work from home, job sharing and part-time job offers. The series will be compiled into a casebook for wide distribution to related parties to encourage more employers to adopt FFEP. Furthermore, apart from the existing general guidelines on FFEP, LD will collaborate with employers and employees in the catering industry to devise industry-based practical guidelines in implementing FFEP for reference of employers in the catering industry, with a view to cultivating a family-friendly working environment. In 2015-16, the estimated expenditure for promoting FFEP is about \$835,000.

Hong Kong is facing a manpower shortage. Commercially there should be sufficient incentive for employers to implement the above practices. Flexible working arrangements and other FFEP can help boost staff morale, attract and retain talents, as well as increase productivity. LD will extend the Employment Programme for the Middle-aged (EPM) to part-time jobs in the second half of 2015. The training allowance offered to employers under EPM will be equivalent to 25% of the monthly salary paid to employees, up to \$3,000 per month, so as to encourage employers to provide more part-time jobs for people aged 40 or above.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0241)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding “establishing a construction industry recruitment centre” (the centre), would the Government advise this Committee on the following:

- (a) When and where will the centre formally come into operation?
- (b) The specific details of work of the centre and the expected number of beneficiaries;
- (c) How will the Government assess the effectiveness of the centre?
- (d) What are the staff establishment and expenditure required to establish the centre in 2015-16?

Asked by: Hon WONG Kwok-kin (Member Question No. 14)

Reply:

The information sought is provided as follows:

- (a) to (d) To step up efforts to assist local construction workers to find jobs and employers of the construction industry to recruit local workers, the Government will establish a Construction Industry Recruitment Centre (“Centre”). The Centre will be specifically tasked to provide career counselling services, conduct on-the-spot job interviews and organise job fairs for local construction workers.

To take forward the above new initiative, the Labour Department (LD) will from 2015-16 create 12 posts (six Labour Officer Grade posts, five general grade posts and one common grade post) for five years. The annual staff cost is about \$5.6 million. The service targets of the Centre are local job seekers who wish to join the construction industry and local workers who intend to change jobs within the industry. As the number of users will be affected by the prevailing labour market situation, the number cannot be estimated at this stage.

LD, in collaboration with relevant government departments, has actively embarked on the preparatory work, including identifying a suitable location, etc., for the Centre. The initial target is to commission the Centre in the second half of 2015-16. LD will closely monitor the operation of the Centre, and keep in view the employment market situation, number of job seekers registered and successful placements so as to assess effectiveness of the Centre.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0242)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the total number of applications for payment under the Protection of Wages on Insolvency Fund (PWIF) processed in 2014 (with a breakdown by industry and cause of application)? Of these, how many applications were successful with payment effected? What was the amount of payment involved and the percentage share in the total number of applications?

Asked by: Hon WONG Kwok-kin (Member Question No. 18)

Reply:

The information sought is provided as follows:

(a) A breakdown of the applications processed in 2014 by industry is provided below:

Industry	No. of applications processed
Food and beverage service activities	495
Import and export trade	390
Construction	374
Retail trade	155
Other personal service activities	153
Land transport	144
Education	93
Others	740
Total	2 544

(b) A breakdown of the applications processed by cause of application is provided below:

Cause of application # (Item owed)	No. of applications processed*
Wages	1 955
Wages in lieu of notice	1 460
Severance payment	343
Pay for untaken annual leave and/or untaken statutory holidays	1 092

If an employee is owed pay for untaken annual leave and/or untaken statutory holidays, wages, wages in lieu of notice and/or severance payment by his insolvent employer, he or she may apply for ex gratia payment from PWIF.

* An application may involve more than one item owed.

(c) Of these, the number of applications approved was 2 186, representing 85.9% of the total number of applications processed. The amount of payment involved was \$58.8 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)122

(Question Serial No. 0244)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Does the Government have any plan to allocate additional resources in 2015-16 to step up publicity on the importance of standard working hours (SWH) and proceed with legislation on SWH as soon as possible, so as to fulfil its responsibility to promote family-friendly employment practices (FFEP)? If yes, what are the details? If no, how will the Government further improve the existing imperfect FFEP?

Asked by: Hon WONG Kwok-kin (Member Question No. 17)

Reply:

The Government is committed to encouraging employers to adopt FFEP. The entire community has a shared responsibility for creating a family-friendly working environment. The Labour Department (LD) will continue to act as a facilitator in encouraging employers, through various channels and a range of educational and promotional activities, to adopt suitable FFEP that include flexible working hours and arrangements which help maintain work-life balance, having regard to the size, resources and culture of their companies.

The two working groups under the SWH Committee already completed wide public consultation and a comprehensive working hours survey last year. With reference to the findings in these two exercises, the SWH Committee is exploring further the issue of working hours policy with a view to building consensus and identifying the way forward. The SWH Committee expects that a report will be submitted in the first quarter of next year to the Government for consideration as to whether there is a need to regulate working hours, and if so, the approaches to be adopted.

LD will review the workload and manpower situation from time to time, and will flexibly deploy manpower to continue with the above work as deemed necessary.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0245)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (1) Labour Relations
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare

Question:

What is the amount of provision earmarked by the Government in 2015-16 for promoting family-friendly employment practices (FFEP)? What are the specific work arrangements? Is there any plan to introduce legislation on the alignment of statutory holidays with general holidays at 17 days to demonstrate the Government's determination to promote FFEP?

Asked by: Hon WONG Kwok-kin (Member Question No. 16)

Reply:

The Labour Department (LD) has been promoting FFEP through a wide range of publicity channels and various educational and promotional activities. In 2015-16, LD will enhance its publicity and education efforts in publicising FFEP by publishing a series of news supplements on enterprises to share their successful experiences in implementing FFEP, so as to promote flexible working arrangements such as work from home, job sharing and part-time job offers. The series will be compiled into a casebook for wide distribution to related parties to encourage more employers to adopt FFEP. Furthermore, on top of the existing general guidelines on FFEP, LD will collaborate with employers and employees in the catering industry to devise industry-based practical guidelines in implementing FFEP for reference of employers in the catering industry, with a view to cultivating a family-friendly working environment. In 2015-16, the estimated expenditure for promoting FFEP is about \$835,000.

The Government is aware of the labour sector's wish to increase the number of statutory holidays on a par with that of the general holidays. However, the business sector is very concerned about the possible impact of the increase in the number of statutory holidays on employers, especially small and medium-sized enterprises which represent 98% of the enterprises in Hong Kong, and families employing over 330 000 foreign domestic helpers. In January and February 2015, LD reported the findings of the survey conducted by the Census and Statistics Department on employees taking statutory holidays and general holidays in Hong Kong to the Labour Advisory Board (LAB) and the Legislative Council Panel on Manpower respectively, and listened to the views of members. In response to

LAB members' request, LD is collecting further information to facilitate more in-depth discussion by LAB.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3041)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (1) Labour Relations
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

It is stated in this Programme that the Government will ensure adherence to the relevant international conventions and agreements on women matters in Hong Kong. On 7 November 2014, the United Nations Committee on the Elimination of Discrimination against Women published its concluding observations on the third report submitted by the Government of the Hong Kong Special Administrative Region, stating that the ten-week maternity leave (ML) in Hong Kong did not comply with international standards and urging the Government to extend the ML period. Would the Government advise this Committee on the following:

- (a) What was the expenditure involved in implementing the ten-week ML in the past year?
- (b) What is the estimated expenditure involved if ML is extended to 14 weeks?
- (c) Does the Government plan to review the rate and duration of paid ML?
- (d) When will the Government review the extension of the duration of paid paternity leave (PL)?

Asked by: Hon WONG Pik-wan, Helena (Member Question No. 8)

Reply:

The information sought is provided as follows:

- (a) & (b) As the cost of ML pay is directly borne by employers, the Labour Department (LD) does not have information on the expenses incurred by employers in implementing ML. LD also does not have information on the estimated expenditure involved in the extended ML duration.

- (c) In assessing the duration of ML and rate of ML pay, we have to take into consideration Hong Kong's economic development and whether there is consensus in the community on the subject. The existing provisions under the Employment Ordinance have accorded suitable protection to pregnant employees and have struck a reasonable balance between the interests of employers and employees. At present, the Government has no plan to conduct a review.
- (d) Statutory PL came into effect on 27 February 2015 to provide three days' paid PL to eligible male employees. LD will review the implementation of statutory PL one year after its coming into operation.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1320)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Among the 82 748 and 75 314 able-bodied job seekers registered in 2013 and 2014 respectively, what was the percentage of successful placements through the referral services of the Labour Department (LD) and the number of cases involving the logistics and transport industries? In 2015, what is LD going to do to raise the recruitment rate and the expenditure involved? In view of the shortage of drivers faced by the transport industry, will the Government consider including drivers in the existing Supplementary Labour Scheme (SLS) to alleviate the shortage of drivers faced by the transport industry?

Asked by: Hon YICK Chi-ming, Frankie (Member Question No. 36)

Reply:

Job seekers may be placed into employment either through the referral services of LD or by direct contact with employers who advertise their vacancies via LD. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers who found work through direct application are not required to report their placements to LD. Therefore, LD does not have statistics on the placements of these job seekers. In 2013 and 2014, there were 16 718 and 15 202 placements secured respectively through LD's referral services, among which, 820 and 597 placements involved the transport and storage industries. As LD's statistics on employment services are classified with reference to the Hong Kong Standard Industrial Classification published by the Census and Statistics Department, and the logistics industry is not one of the said classification items, relevant figures for the logistics industry are not available.

LD will continue to review and enhance the effectiveness of its employment services from time to time with a view to providing better service for job seekers. For instance, having regard to the need of job seekers, LD enhances the information and functions provided at the "Interactive Employment Service" website and mobile applications from time to time. Vacancy search terminals are installed at various locations of the territory to provide job seekers with employment and vacancy information, simple job matching service, etc. to facilitate the circulation of employment information and increase the chance of job seekers

in securing employment. For job seekers with employment difficulties, they can opt to meet the employment advisors in job centres to obtain personalised employment advisory service or participate in LD's employment programmes to enhance employability. The expenditure involved in such work will be absorbed within the operating cost of LD and cannot be separately identified.

As importation of drivers may have negative implications for our society and local drivers' livelihood, the Government will not consider the relevant proposal at the present moment.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0690)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): ()
Programme: (7) Subvention: Vocational Training Council (Vocational Training)
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)
Director of Bureau: Secretary for Labour and Welfare
Question:

Under this Programme, the Administration indicates that the Vocational Training Council will continue to implement the traineeship scheme for the services industries ("the Scheme") in 2015-16. In this regard, would the Government please inform this Committee:

- (a) of the number of training places, enrolment and enrolment rates (by year and industry) each year from the implementation of the Scheme till now;
- (b) whether the Administration has assessed the effectiveness of the Scheme; if yes, what are the results and criterion of the assessment; if not, what are the reasons; and
- (c) whether the Scheme will be extended to other service industries in 2015-16; if yes, what are the details and the industries as well as the expenditure involved; if not, what are the reasons?

Asked by: Hon CHAN Yuen-han (Member Question No. 13)

Reply:

The information sought is provided as follows:

- (a) The number of places offered and the enrolment rates since the implementation of the Scheme are set out by industry in the table below:

	2012-13		2013-14		2014-15 (as at 28 February 2015)			
	Beauty care	Hair-dressing	Beauty care	Hair-dressing	Beauty care	Hair-dressing	Retail	Elderly care services
Training places	300	240	300	240	220	220	290	160
Enrolment	124	77	62	54	45	35	10	*
Enrolment rates	41%	32%	21%	23%	20%	16%	3%	*

* Admission is still in progress. The course is tentatively scheduled to be held in mid-2015.

- (b) The Vocational Training Council (VTC) assesses the effectiveness of the scheme every year through, inter alia, conducting surveys on the training courses and the employers' opinions. The assessment criteria include stakeholders' satisfaction with the Scheme, whether the Scheme can alleviate the manpower shortage problem and whether the training courses are matched with the skills required in the industries. In general, the stakeholders are satisfied with the effectiveness of the Scheme.
- (c) In 2015-16, VTC will continue to implement the Scheme for the four existing industries, namely, beauty care, hairdressing, retail and elderly care services industries, and explore the feasibility of extending the scheme to other industries when appropriate.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0706)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): ()
Programme: (4) Manpower Development
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)
Director of Bureau: Secretary for Labour and Welfare
Question:

In paragraph 136 of the Budget Speech, the Financial Secretary stated that he would “allocate \$130 million to strengthen child care services, thus providing support for women to achieve a work-family balance.” In this connection, would the Government inform this Committee of -

- (a) how this \$130 million will be used to strengthen child care services; what are the specific measures and how far the women labour force is expected to be unleashed; and
- (b) whether additional resources will also be allocated to provide more vocational training opportunities for women who intend to re-enter the labour market?

Asked by: Hon CHAN Yuen-han (Member Question No. 9)

Reply:

The information requested is given as follows:

- (a) To help women balance family and work commitments and further respond to the community's demand for child care services, the Government will earmark \$130 million to enhance child care services. The measures involved under the provision include:
 - (i) From 2015-16 onwards, significantly increase in phases the total provision of Extended Hours Service (EHS) places for children aged below six by about 5 000, from about 1 200 at present to about 6 200, at aided child care centres and kindergarten-cum-child care centres in districts with high demand;
 - (ii) From 2015-16 onwards, provide resources for aided standalone child care centres and service units providing EHS and Occasional Child Care Service to enhance supervisory and administrative support; and

- (iii) From 2017-18 onwards, provide about 100 additional aided long full-day child care places for children aged below three.

The Government trusts that the above measures can help unleash the potential women labour force. We will follow up on its implementation and effectiveness after launching the programme.

- (b) In 2015-16, the Employees Retraining Board (ERB) plans to offer 130 000 training places involving over 800 training courses and has reserved resources to provide an additional 40 000 training places to meet possible increase in demand in the employment market. Women may enrol in the 800-plus courses in accordance with their career aspirations and training needs. The ERB notes that courses more popular among women in recent years are those related to domestic services, beauty therapy and healthcare services. In 2015-16, ERB will continue to provide these courses which are more popular among women and will consider adjusting the number of training places for these courses in the light of changing circumstances. To encourage women and home-makers to rejoin the workforce, ERB will also offer on a pilot basis the “Modular Certificates Accumulation Scheme” to allow them to make flexible arrangements for further studies and acquire recognised qualifications. Trainees may exchange for a certificate equivalent to that of a designated full-time course upon completion of a number of specified half-day or evening courses. Moreover, ERB will introduce a pilot “First-Hire-Then-Train Scheme” to assist women and home-makers aged 40 or above to secure employment as care workers for residential care homes for the elderly. If the results are satisfactory, ERB will consider extending the coverage of these schemes.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3020)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour and Welfare Bureau is responsible for, among other duties, overseeing the work of the Employees Retraining Board (ERB). After the Financial Secretary proposed in the 2013-14 Budget an injection of \$15 billion into ERB, ERB is expected to finance its services and operation mainly with the investment income. In this regard, please inform this Committee of the following:

- (1) the respective amounts of investment income, overall expenditure and balance of ERB last year;
- (2) the planned training places, actual number of places taken up and staff establishment by rank of ERB last year, as well as its planned training places and staff establishment by rank next year;
- (3) the total number of participants, and the respective numbers of ethnic minorities, persons with disabilities, persons recovered from work injuries, rehabilitated ex-drug abusers and rehabilitated offenders participating in ERB's schemes each year for the past 3 years, as well as the respective numbers of ethnic minorities, persons with disabilities, persons recovered from work injuries, rehabilitated ex-drug abusers and rehabilitated offenders completing the courses and their percentages in the total number each year for the past 3 years;
- (4) the numbers of training places, trainees enrolled and trainees having completed the training of the 65 ERB courses relating to medical services industry last year, with a breakdown by course title;
- (5) the estimated investment income for next year, and whether the income will be able to cover the training expenses, retraining allowances, and various expenses incurred by the 3 ERB service centres, Practical Skills Training and Assessment Centre, course quality assurance programmes, promotion and publicity programmes, etc.; if no, whether the Administration will request ERB to reduce its overall expenditure by, for example, cutting the number of training places;
- (6) whether the Administration plans to inject funds into ERB again; if yes, the details; if no, the reasons.

Asked by: Hon CHEUNG Kwok-che (Member Question No. 37)

Reply:

The information requested is provided as follows:

- (1) In 2014-15, the estimated investment income of the Employees Retraining Board (ERB) was about \$560 million, and the estimated overall expenditure was about \$880 million. The shortfall was met by the Employees Retraining Fund (ERF). By the end of 2014-15 (i.e. 31 March 2015), the estimated balance of ERF will be about \$16 billion.
- (2) In 2014-15, ERB provided 130 000 training places and earmarked resources to provide 40 000 additional training places to meet possible demand in the employment market. The number of training places utilised in the same year was about 118 500¹. In 2015-16, the number of planned training places and additional training places to be offered by ERB with reserved resources will remain at the level of 130 000 and 40 000 respectively.

In 2014-15, the staff establishment of ERB was 205. A breakdown by rank is as follows:

Rank	No. of staff
Directorate	5
Managerial staff	69
Executive staff	99
Clerical and supporting staff	32

In 2015-16, the staff establishment of the ERB will remain unchanged.

- (3) For the past 3 years (2012-13 to 2014-15), the total number of trainees enrolled² in ERB courses was 110 600, 112 000 and 107 900¹ respectively, and the total number of completions by enrolled trainees³ was 103 200, 103 500 and 104 400¹ respectively. The number of enrolled trainees and completions of dedicated courses for ethnic minorities, persons with disabilities, persons recovered from work injuries, rehabilitated ex-drug abusers and rehabilitated offenders, and the percentage of the number of completions of these dedicated courses over the total number of completions in the same period are set out as follows:

¹ The figures are estimated as at February 2015.

² The number of training places utilised is calculated based on the class size set for the courses. Since there are always cases in which trainees might withdraw before the courses start, the number of training places utilised is different from the number of trainees enrolled.

³ A trainee who has enrolled a training course is regarded as having completed one if he has achieved an attendance rate of 80%. A trainee may pursue more than 1 ERB course within a financial year and may involve in more than 1 completion.

Courses for special service targets	2012-13			2013-14			2014-15 ¹		
	No. of enrolled trainees	No. of completions	% in the total no.	No. of enrolled trainees	No. of completions	% in the total no.	No. of enrolled trainees	No. of completions	% in the total no.
Ethnic minorities	170	130	0.1%	370	270	0.3%	340	260	0.2%
Persons with disabilities and persons recovered from work injuries	1 410	1 120	1.1%	1 430	1 130	1.1%	1 450	1 060	1.0%
Rehabilitated ex-drug abusers and rehabilitated offenders	1 000	850	0.8%	970	890	0.9%	940	850	0.8%

- (4) In 2014-15¹, a total of 19 860 training places⁴ were allocated by ERB for 65 courses relating to medical services industry (including two industry categories namely healthcare services and Chinese healthcare). Details are provided at Annex.
- (5) In 2015-16, the estimated investment income of ERB is about \$714 million, and the estimated overall expenditure is about \$916 million. The shortfall will be met by ERF.
- (6) To provide ERB with long-term funding support, the Government injected \$15 billion into ERB in 2013-14. The ERB is expected to finance its services and operation mainly with the investment income from the \$15 billion injection. The Government has no plan to further inject funds into ERB at this stage.

⁴ The number of allocated training places includes the training places allocated to the training bodies by ERB through the Annual Training Places Allocation Mechanism at the beginning of the year, and the additional training places allocated to the training bodies by ERB upon their application according to market demand within the year.

The number of allocated training places for courses relating to medical services industry, enrolled trainees and completions of the courses in 2014-15⁵:

	Course Title	No. of allocated training places ⁶	No. of enrolled trainees	No. of completions
1	Foundation Certificate in Knowledge of Dietary Supplement in Chinese Medicine (Part-time)	2 760	2 540	2 340
2	Foundation Certificate in Care-related Support Worker Training	2 490	2 150	1 790
3	Foundation Certificate in Caring Skills in Physiotherapy (Part-time)	1 700	1 640	1 550
4	Foundation Certificate in Theories of Chinese Medicine (Part-time)	1 560	1 410	1 280
5	Foundation Certificate in Healthcare Massage	1 390	1 060	890
6	Certificate in Health Worker Training	1 060	730	560
7	Foundation Certificate in Assistant for Chinese Medical Clinic Training	900	860	730
8	Foundation Certificate in Care Worker Training	840	490	430
9	Foundation Certificate in Nursing Knowledge for Chinese Medicine (Part-time)	490	460	400
10	Certificate in Upgraded Caring Skills for Health Workers in Residential Care Homes for Persons with Disabilities II (Part-time)	450	410	410
11	Foundation Certificate in Pain Release Massage (Part-time)	420	380	350
12	Certificate in Upgraded Caring Skills for Health Workers in Residential Care Homes for Persons with Disabilities I (Part-time)	410	400	310
13	Foundation Certificate in Rehabilitation of Chinese Medicine (Part-time)	410	340	290
14	Foundation Certificate in Chinese Medicine Dispensing (Part-time)	390	340	280
15	Foundation Certificate in English for Medical & Health Care Industry I (Part-time)	350	350	320
16	Foundation Certificate in Chinese Medical Skincare (Part-time)	330	250	210
17	Foundation Certificate in Integrated First Aid Training (Part-time)	310	300	290
18	Foundation Certificate in Antiseptic and Sterilization Techniques for Health Care Personnel (Part-time)	290	260	260
19	Foundation Certificate in Escort Service for Out-patient Visit Training	290	150	130

⁵ The figures are estimated as at February 2015.

⁶ The number of allocated training places includes the training places allocated to the training bodies by ERB through the Annual Training Places Allocation Mechanism at the beginning of the year, and the additional training places allocated to the training bodies by ERB upon their application according to market demand within the year.

20	Foundation Certificate in Medical Clinic Assistant Training	260	170	160
21	Foundation Certificate in Chinese Bone-Setting Assistant (Part-time)	240	200	170
22	Foundation Certificate in Rehabilitation Assistant Training	190	90	80
23	Foundation Certificate in Elderly Care (Part-time)	170	30	30
24	Foundation Certificate in English for Medical & Health Care Industry II (Part-time)	160	90	60
25	Foundation Certificate in Patient Safety and First Aid (Part-time)	140	100	100
26	Certificate in Practical Skills for Health Worker (Wound Care and Feeding) (Part-time)	120	90	90
27	Foundation Certificate in Care Worker for Discharged Patients Training	120	20	20
28	Foundation Certificate in Knowledge of Drug Usage for Health Care Personnel (Part-time)	100	80	50
29	Foundation Certificate in Elderly Nursing Care (Part-time)	90	30	30
30	Foundation Certificate in Musculoskeletal Massage Therapy (Part-time)	80	80	60
31	Certificate in Practical Skills for Health Worker (Handling Accidents in Aged Home) (Part-time)	80	70	70
32	Foundation Certificate in Junior Healthcare Masseur (National Occupational Qualification)	80	70	60
33	Foundation Certificate in Occupational Safety & Health and Risk Management in Hospitals (Part-time)	80	50	50
34	Foundation Certificate in Elementary Healthcare Massage (Preparatory Course for National Occupational Qualification Skill Test) (Part-time)	80	20	20
35	Foundation Certificate in Concept of Chinese Massage Therapy (Part-time) *	80	0	0
36	Foundation Certificate in Documentation and Management of Medical Records (Part-time)	70	70	70
37	Foundation Certificate in Communication Skills for Aged Care (Part-time)	70	30	30
38	Certificate in Diabetes Mellitus Care (Part-time)	50	10	10
39	Foundation Certificate in Prevention of Elder Abuse (Part-time) *	50	0	0
40	Foundation Certificate in Practical Skills for Care Worker (Lifting and Transfer) (Part-time) *	40	0	0
41	Foundation Certificate in Rehabilitation Skills for Aged Care (Part-time)	30	30	20
42	Foundation Certificate in Quality Services and Communication Skills for Health Care Personnel (Part-time)	30	20	20
43	Foundation Certificate in Good Manufacturing Practice (GMP) for Proprietary Chinese Medicine (Part-time) *	30	0	0

44	Certificate in Proprietary Chinese Medicine Sales Strategy *	30	0	0
45	Foundation Certificate in Manufacture of Proprietary Chinese Medicine (Part-time) *	30	0	0
46	Foundation Certificate in Preoperative and Postoperative Care (Part-time) *	30	0	0
47	Foundation Certificate in Upgraded Caring Skills for Aged Care (Part-time) *	30	0	0
48	Foundation Certificate in Dementia Care (Part-time) *	30	0	0
49	Foundation Certificate in Psychological Care and Handling of Mental Problems for Aged Care (Part-time) *	30	0	0
50	Foundation Certificate in Geriatric Massage and Exercise (Part-time) *	30	0	0
51	Certificate in Handling Skills for Mental and Psychological Problems of Elderly (Part-time) *	30	0	0
52	Foundation Certificate in Handling Skills for Abnormal Behavior of Elderly at Home (Part-time) *	30	0	0
53	Foundation Certificate in Common Diseases (Part-time) *	30	0	0
54	Foundation Certificate in Dispensing Skills for Health Care Personnel in Clinics (Part-time) *	30	0	0
55	Foundation Certificate in Concentrated Chinese Medicine Dispensing (Part-time) *	30	0	0
56	Certificate in Infection Control in Hospitals (Part-time) *	30	0	0
57	Foundation Certificate in Occupational Safety & Health for Medical & Health Care Personnel (Part-time) *	30	0	0
58	Foundation Certificate in Elderly Care Worker Training	20	20	20
59	Foundation Certificate in Management of Incontinence and Wound Care (Part-time) *	20	0	0
60	Foundation Certificate in Emergency Care and Handling Skills in Aged Home (Part-time) *	20	0	0
61	Certificate in Understanding of Common Medical Terms and Medication (Part-time) *	20	0	0
62	Foundation Certificate in Legislation and Case Studies for Medical & Health Care Personnel (Part-time) *	20	0	0
63	Foundation Certificate in Practical Skills for Care Worker (Incontinence Care) (Part-time) *	20	0	0
64	Foundation Certificate in Practical Skills for Care Worker (Pressure Sore Care) (Part-time) *	20	0	0
65	Foundation Certificate in Practical Skills for Care Worker (Feeding Skills) (Part-time) *	20	0	0

* No classes were organised due to different reasons (mainly under-enrolment).

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0635)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): ()
Programme: (4) Manpower Development
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)
Director of Bureau: Secretary for Labour and Welfare
Question:

Under Programme (4) Manpower Development of Head 141, the Labour and Welfare Bureau oversees the operation of the Continuing Education Fund (CEF). In this regard, will the Bureau provide the following information:

- (a) The number of reimbursable courses under CEF in 2015-16 by academic qualification to be awarded and course domain.
- (b) The number of applications received and approved under CEF and the amount of fund disbursed in 2014-15 by course domain and academic qualification to be awarded.
- (c) Whether the Bureau has studied the need to review CEF by raising the ceiling of the amount of subsidy receivable by each applicant and extending the period of 4 years within which applicants must submit all claims as required so as to encourage young people to pursue continuing education?

Asked by: Hon CHIANG Lai-wan (Member Question No. 22)

Reply:

The Labour and Welfare Bureau oversees the operation of the Continuing Education Fund (CEF). The expenditure related to reimbursement of course fee under CEF to eligible persons pursuing continuing education and training is provided under Head 173 Working Family and Student Financial Assistance Agency instead. Details are:

- (a) As at 31 January 2015, there were 8 059 reimbursable courses registered under CEF. A breakdown of these reimbursable courses by course domain is set out in the first table under (b) below, and the academic qualifications to be awarded is provided in the second table under (b) below.
- (b) A breakdown of the above-mentioned 8 059 CEF courses, the number of applications received and approved as well as the amount of funds disbursed in 2014-15 by course domain and by academic qualifications to be awarded are set out in the following tables respectively –

(i) By course domain

Course domain	Number of courses registered under CEF	Number of applications received in 2014-15 (up to 31 January 2015)	Number of applications approved in 2014-15 (up to 31 January 2015)	Fund disbursed in 2014-15 (\$ million) (up to 31 January 2015)
Business services	2 983	5 590	5 029	38.2
Creative industries	432	505	436	3.5
Design	764	2 436	2 252	12.3
Financial Services	1 965	3 368	3 246	27.7
Interpersonal and intrapersonal skills for the workplace	14	175	167	1.4
Languages	603	11 198	10 439	36.4
Logistics	578	953	856	7.0
Tourism	548	1 045	857	6.0
Specifications of Competency Standards (Note)	172	2 295	2 178	12.4
Courses which are not reimbursable under CEF	-	93	-	-
Total	8 059	27 658	25 460	144.9

Note: For the course domains under "Specifications of Competency Standards", the courses have adopted the specifications formulated by the Industry Training Advisory Committees of the Qualifications Framework (QF) as the main basis for curriculum design, which may be registered under CEF since the implementation of QF in May 2008.

(ii) By academic qualification

Academic qualification to be awarded	Number of courses registered under CEF	Number of applications received in 2014-15 (up to 31 January 2015)	Number of applications approved in 2014-15 (up to 31 January 2015)	Fund disbursed in 2014-15 (\$ million) (up to 31 January 2015)
Doctorate	2	-	-	-
Master Degree	83	128	100	1
Postgraduate Diploma	25	72	66	0.3
Bachelor Degree	67	141	104	1.4
Postgraduate Certificate / Postgraduate Award	10	6	5	0.1
Associate Degree	17	8	5	0.3
Advanced Diploma / Professional Diploma / Post-diploma Certificate	272	807	763	5.4
Higher Diploma	45	3	2	0.2
Diploma / Executive Diploma / Graduate Diploma	385	2 889	2 674	15.7
Associate Diploma	2	30	27	0.2
Advanced / Professional / Higher Certificate	268	542	535	4.5
Certificate / Executive Certificate / Graduate Certificate	1 026	6 720	6 492	39.2
Others, e.g. certificate of completion / attendance	5 857	16 312	14 687	76.6
Total	8 059	27 658	25 460	144.9

- (c) At present, each eligible CEF applicant may apply for reimbursement of 80% of the fees of any CEF registered course upon successful completion of the course, subject to a maximum sum of \$10,000. A CEF applicant is required to complete his or her course(s) and submit a maximum of four claims within four years from the date he or she has opened the CEF account. The tuition fees of the majority of CEF reimbursable courses are at or below \$10,000. The maximum number of claims and maximum validity period have been implemented following a review of the operation of CEF in 2007. We would continue to monitor the operation of CEF and conduct a review to ensure that CEF is able to meet the needs of the community as appropriate.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0647)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Budget Speech states that “While according priority to locals in employment, we should seriously consider importing manpower in an appropriate, limited and targeted manner to inject new impetus into the labour market.” It is understood that the Government will study, having regard to overseas experiences, the feasibility of drawing up a talent list to attract high-quality talent in a more effective and focused manner to support Hong Kong’s development into a high value-added and diversified economy. Will the Bureau please provide information about the expenditure, staffing and work details pertaining to the study of drawing up the talent list?

Asked by: Hon CHIANG Lai-wan (Member Question No. 34)

Reply:

In view of our present demographic situations and the challenges brought about by the demographic changes, the Steering Committee on Population Policy chaired by the Chief Secretary for Administration has formulated the population policy objectives. Among the measures to implement the population policy objectives, we will study the feasibility of drawing up a talent list.

We will accord priority to nurturing local youths, and building the pool of talent through continuing education and training. At the same time, it is imperative for Hong Kong as a cosmopolitan city to recruit as many global talents as possible to join our community, especially those who are able to facilitate the development of emerging industries, with a view to broadening Hong Kong’s economic base, and creating diversified job opportunities with promising prospects for the younger generation.

The Government will study, having regard to overseas experiences, the feasibility of drawing up a talent list to attract high-quality talent from around the world in a more effective and focused manner to support Hong Kong’s development into a high value-added and diversified economy. The Labour and Welfare Bureau is planning to start the work, together with other bureaux and departments, and will consult the stakeholders at an

appropriate time. Since the feasibility study has yet to commence, no details (including manpower and expenditure) can be provided at this stage.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)131

(Question Serial No. 2804)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): ()
Programme: (4) Manpower Development
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)
Director of Bureau: Secretary for Labour and Welfare
Question:

Please advise this Committee on the number of training courses approved/to be approved by the Employees Retraining Board and the amount/expected amount of funding allocated/to be allocated to each training body in the past 2 financial years and in the new financial year.

Asked by: Hon FUNG Kin-kee, Frederick (Member Question No. 10)

Reply:

The number of training courses approved by the Employees Retraining Board from 2013-14 to 2015-16 is at Annex I. The amount of funding allocated to each training body in the past 2 financial years (i.e. 2013-14 to 2014-15) is at Annex II. The funding allocated to each training body depends on the successful organisation of training courses and the number of training places taken up, and may not be directly proportional to the number of training courses approved. As details of the training courses to be organised by individual training body in 2015-16 are still being finalised, the amount of funding for each training body is not available at this stage.

(a) Number of training courses approved for organisation in 2013-14:

	Training body	Number of training courses approved
1	The Hong Kong Confederation of Trade Unions	311
2	The Hong Kong Federation of Trade Unions	267
3	HKCT Group Limited	220
4	Vocational Training Council	170
5	St. James' Settlement	110
6	Hong Kong Employment Development Service Limited	105
7	Christian Action	100
8	The Federation of Hong Kong and Kowloon Labour Unions	92
9	New Territories Association Retraining Centre Limited	87
10	KCRA Community Education Enhancement Center Limited	83
11	Yan Oi Tong Limited	77
12	Caritas - Hong Kong	72
13	Hong Kong Sheng Kung Hui Lady MacLehose Centre	71
14	Hong Kong Young Women's Christian Association	60
15	Heung To College of Professional Studies	47
16	The Scout Association of Hong Kong - The Friends of Scouting	47
17	Neighbourhood & Worker's Service Centre	46
18	School of Continuing and Professional Education, City University of Hong Kong	43
19	The Young Men's Christian Association of Hong Kong	43
20	Hong Kong Association for Democracy and People's Livelihood	39
21	The Evangelical Lutheran Church of Hongkong	37
22	Methodist Centre	33
23	Vassar International Chinese Medical Society Limited	33
24	The Society of Rehabilitation and Crime Prevention, Hong Kong	30
25	The Industrial Evangelistic Fellowship Limited	29
26	S. K. H. Holy Carpenter Church Community Centre	27
27	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	26
28	Baptist Oi Kwan Social Service	24
29	Hongkong School of Commerce	24
30	Reach Profession Training Skills Development Centre	24
31	Hong Kong Electrical & Mechanical College (Evening School)	23
32	Leo Hair & Beauty Training Centre	23
33	YMCA College of Careers	22
34	Lingnan Institute of Further Education	20
35	The Hong Kong Federation of Youth Groups	20
36	Hong Kong Travel & Tourism Training Centre Limited	19
37	OIWA Limited	19
38	Aberdeen Kai-fong Welfare Association Limited	18

	Training body	Number of training courses approved
39	The Hong Kong Association of Hair Design	17
40	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	16
41	Hong Kong Rehabilitation Power	13
42	Occupational Safety and Health Council	13
43	Yang Memorial Methodist Social Service	12
44	Advanced Printing Technology Centre Limited	11
45	Hong Kong Federation of Handicapped Youth	11
46	Hong Kong Federation of Women's Centres	11
47	The Hong Kong Society for Rehabilitation	11
48	Eating Establishment Employees General Union	10
49	Hong Kong Manpower Development Centre Limited	9
50	Hong Kong Red Cross	9
51	Hong Kong Sheng Kung Hui Welfare Council Limited	8
52	Fire and Security Engineering Employees Association	7
53	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	5
54	Hong Kong Association of Gerontology	5
55	The Mental Health Association of Hong Kong	5
56	Electronic Communication Technical Staff Union	4
57	Fu Hong Society Training Department	4
58	Star Chef Management School operated by Star Chef Management School Company Limited	4
59	Knowledge Education Centre	4
60	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	4
61	Queen Elizabeth Hospital - Hospital Authority	4
62	Clothing Industry Training Authority	3
63	College of Nursing, Hong Kong	3
64	Hong Kong Federation of Women Limited	3
65	Hong Kong Productivity Council	3
66	Hong Kong St. John Ambulance	3
67	New Life Psychiatric Rehabilitation Association	3
68	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	3
69	Asia-Pacific Institute of Ageing Studies, Lingnan University	2
70	Hong Kong Institute of Technology	2
71	Hong Kong Workers' Health Centre Limited	2
72	Hospital & Clinic Nurses Association	2
73	Li Fai Centre of Wushu	2
74	Monita Hair & Beauty Academy	2
75	New Home Association Limited	2
76	Princess Margaret Hospital	2
77	The Hong Kong Marble & Granite Merchants Association, Limited	2
78	Union of Hong Kong Electrical and Mechanical Engineering	2

	Training body	Number of training courses approved
	Assistants	
79	Association for Engineering and Medical Volunteer Services	1
80	HKMA College of Further Education	1
81	Hong Kong Air-conditioning and Refrigerating Trades Workers General Union	1
82	Hong Kong Association of Registered Tour Co-ordinators Limited	1
83	Hong Kong Storehouses, Transportation & Logistics Staff Association	1
84	Kwai Chung Hospital - Hospital Authority	1
85	Royal International College	1
86	School of Continuing and Professional Studies, The Chinese University of Hong Kong	1
87	The Hong Kong School of Motoring Limited	1
88	The Neighbourhood Advice-Action Council	1
89	Travel Industry Council of Hong Kong	1
90	Xianggang Putonghua Yanxishe	1
91	Youth Outreach	1

(b) Number of training courses approved for organisation in 2014-15:

	Training body	Number of training courses approved
1	The Hong Kong Confederation of Trade Unions	232
2	HKCT Group Limited	200
3	The Hong Kong Federation of Trade Unions	186
4	Vocational Training Council	119
5	Hong Kong Employment Development Service Limited	108
6	St. James' Settlement	99
7	Christian Action	95
8	The Federation of Hong Kong and Kowloon Labour Unions	84
9	New Territories Association Retraining Centre Limited	84
10	Yan Oi Tong Limited	80
11	KCRA Community Education Enhancement Center Limited	67
12	Caritas - Hong Kong	63
13	Hong Kong Sheng Kung Hui Lady MacLehose Centre	60
14	Hong Kong Young Women's Christian Association	57
15	The Evangelical Lutheran Church of Hongkong	57
16	Neighbourhood & Worker's Service Centre	55
17	Heung To College of Professional Studies	53
18	The Scout Association of Hong Kong - The Friends of Scouting	48
19	The Young Men's Christian Association of Hong Kong	44
20	Hong Kong Association for Democracy and People's Livelihood	40
21	S. K. H. Holy Carpenter Church Community Centre	40
22	Methodist Centre	36
23	School of Continuing and Professional Education, City University of Hong Kong	34
24	Baptist Oi Kwan Social Service	34
25	The Society of Rehabilitation and Crime Prevention, Hong Kong	31
26	Hong Kong Travel & Tourism Training Centre Limited	30
27	Vassar International Chinese Medical Society Limited	30
28	The Industrial Evangelistic Fellowship Limited	25
29	Leo Hair & Beauty Training Centre	20
30	OIWA Limited	19
31	YMCA College of Careers	18
32	Aberdeen Kai-fong Welfare Association Limited	18
33	The Hong Kong Association of Hair Design	17
34	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	17
35	The Association of Electrical and Mechanical Engineering	17

	Training body	Number of training courses approved
	(Hong Kong) Limited	
36	Hongkong School of Commerce	16
37	Hong Kong Electrical & Mechanical College (Evening School)	14
38	Hong Kong Association of Gerontology	13
39	Eating Establishment Employees General Union	13
40	Hong Kong Federation of Women's Centres	12
41	Advanced Printing Technology Centre Limited	11
42	Hong Kong Manpower Development Centre Limited	11
43	Hong Kong Rehabilitation Power	11
44	The Hong Kong Society for Rehabilitation	11
45	Yang Memorial Methodist Social Service	11
46	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	11
47	Occupational Safety and Health Council	11
48	Royal International College	10
49	The Hong Kong Federation of Youth Groups	10
50	Hong Kong Federation of Handicapped Youth	8
51	Hong Kong Sheng Kung Hui Welfare Council Limited	8
52	Lingnan Institute of Further Education	7
53	Hong Kong Federation of Women Limited	6
54	Clothing Industry Training Authority	6
55	Hong Kong Red Cross	5
56	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	5
57	Queen Elizabeth Hospital - Hospital Authority	4
58	Hong Kong Association of Registered Tour Co-ordinators Limited	4
59	New Life Psychiatric Rehabilitation Association	4
60	The Mental Health Association of Hong Kong	3
61	Hong Kong Institute of Technology	3
62	College of Nursing, Hong Kong	3
63	New Home Association Limited	3
64	Electronic Communication Technical Staff Union	3
65	The Neighbourhood Advice-Action Council	3
66	Fu Hong Society Training Department	2
67	Li Fai Centre of Wushu	2
68	Hong Kong Productivity Council	2
69	Hong Kong Storehouses, Transportation & Logistics Staff Association	2
70	The Hong Kong Marble & Granite Merchants Association, Limited	2
71	Hong Kong St. John Ambulance	2
72	The Hong Kong School of Motoring Limited	2

	Training body	Number of training courses approved
73	Union of Hong Kong Electrical and Mechanical Engineering Assistants	2
74	Kwan Sang Catering Professional Employees Association	2
75	Kwai Chung Hospital - Hospital Authority	2
76	Princess Margaret Hospital	2
77	Asia-Pacific Institute of Ageing Studies, Lingnan University	2
78	Hospital & Clinic Nurses Association	2
79	Association for Engineering and Medical Volunteer Services	1
80	Youth Outreach	1
81	Hong Kong Workers' Health Centre Limited	1
82	School of Continuing and Professional Studies, The Chinese University of Hong Kong	1
83	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	1
84	Hong Kong Air-conditioning and Refrigerating Trades Workers General Union	1
85	HKMA College of Further Education	1
86	Hong Kong Tour Guides General Union	1
87	Monita Hair & Beauty Academy	1
88	Silence Limited	1

(c) Number of training courses approved for organisation in 2015-16:

	Training body	Number of training courses approved
1	HKCT Group Limited	183
2	The Hong Kong Confederation of Trade Unions	170
3	The Hong Kong Federation of Trade Unions	168
4	Hong Kong Employment Development Service Limited	99
5	Vocational Training Council	95
6	Yan Oi Tong Limited	84
7	Christian Action	75
8	New Territories Association Retraining Centre Limited	74
9	The Federation of Hong Kong and Kowloon Labour Unions	71
10	KCRA Community Education Enhancement Center Limited	70
11	St. James' Settlement	65
12	Neighbourhood & Worker's Service Centre	61
13	The Evangelical Lutheran Church of Hongkong	57
14	Hong Kong Association for Democracy and People's Livelihood	56
15	Hong Kong Young Women's Christian Association	56
16	Heung To College of Professional Studies	52
17	Hong Kong Sheng Kung Hui Lady MacLehose Centre	52
18	Caritas - Hong Kong	51
19	Methodist Centre	50
20	School of Continuing and Professional Education, City University of Hong Kong	47
21	The Young Men's Christian Association of Hong Kong	43
22	The Scout Association of Hong Kong - The Friends of Scouting	40
23	Baptist Oi Kwan Social Service	40
24	S. K. H. Holy Carpenter Church Community Centre	40
25	Hong Kong Federation of Women's Centres	29
26	The Industrial Evangelistic Fellowship Limited	28
27	The Society of Rehabilitation and Crime Prevention, Hong Kong	27
28	Vassar International Chinese Medical Society Limited	25
29	YMCA College of Careers	24
30	Hong Kong Manpower Development Centre Limited	24
31	Hongkong School of Commerce	19
32	Aberdeen Kai-fong Welfare Association Limited	18
33	Leo Hair & Beauty Training Centre	18
34	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	17
35	OIWA Limited	16
36	Royal International College	12

	Training body	Number of training courses approved
37	Hong Kong Electrical & Mechanical College (Evening School)	12
38	The Hong Kong Society for Rehabilitation	11
39	Hong Kong Sheng Kung Hui Welfare Council Limited	9
40	Yang Memorial Methodist Social Service	9
41	Hong Kong Federation of Handicapped Youth	8
42	New Home Association Limited	7
43	Occupational Safety and Health Council	7
44	Advanced Printing Technology Centre Limited	6
45	Hong Kong Travel & Tourism Training Centre Limited	6
46	Hong Kong Rehabilitation Power	6
47	Hong Kong Federation of Women Limited	5
48	Hong Kong Association of Gerontology	5
49	The Hong Kong Federation of Youth Groups	5
50	Hong Kong Red Cross	5
51	Clothing Industry Training Authority	5
52	Hong Kong St. John Ambulance	4
53	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	4
54	The Neighbourhood Advice-Action Council	4
55	Queen Elizabeth Hospital - Hospital Authority	3
56	New Life Psychiatric Rehabilitation Association	3
57	Li Fai Centre of Wushu	2
58	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	2
59	The Mental Health Association of Hong Kong	2
60	The Hong Kong Marble & Granite Merchants Association, Limited	2
61	College of Nursing, Hong Kong	2
62	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	2
63	Kwan Sang Catering Professional Employees Association	2
64	Kwai Chung Hospital - Hospital Authority	2
65	Princess Margaret Hospital	2
66	Lingnan Institute of Further Education	2
67	Hospital & Clinic Nurses Association	2
68	Association for Engineering and Medical Volunteer Services	1
69	Star Chef Management School operated by Star Chef Management School Company Limited	1
70	Travel Industry Council of Hong Kong	1
71	Xianggang Putonghua Yanxishe	1
72	Hong Kong Association of Registered Tour Co-ordinators Limited	1
73	The Hong Kong School of Motoring Limited	1

	Training body	Number of training courses approved
74	Hong Kong Tour Guides General Union	1
75	Haven of Hope Christian Service	1
76	Monita Hair & Beauty Academy	1
77	Silence Limited	1
78	Asia-Pacific Institute of Ageing Studies, Lingnan University	1

(a) Funding allocated to training bodies for the organisation of training courses in 2013-14:

	Training body	Funding (\$'000)
1	HKCT Group Limited	78,942
2	Vocational Training Council	72,748
3	Christian Action	46,329
4	The Hong Kong Confederation of Trade Unions	37,761
5	The Federation of Hong Kong and Kowloon Labour Unions	31,851
6	New Territories Association Retraining Centre Limited	30,110
7	Caritas - Hong Kong	28,720
8	Hong Kong Young Women's Christian Association	20,996
9	The Hong Kong Federation of Trade Unions	20,468
10	Hong Kong Association for Democracy and People's Livelihood	16,888
11	Hong Kong Employment Development Service Limited	15,688
12	The Evangelical Lutheran Church of Hongkong	15,267
13	Yan Oi Tong Limited	14,622
14	Heung To College of Professional Studies	13,312
15	St. James' Settlement	12,959
16	Hong Kong Sheng Kung Hui Lady MacLehose Centre	12,636
17	KCRA Community Education Enhancement Center Limited	12,559
18	Neighbourhood & Worker's Service Centre	9,847
19	Methodist Centre	9,096
20	Baptist Oi Kwan Social Service	7,653
21	S. K. H. Holy Carpenter Church Community Centre	6,409
22	The Society of Rehabilitation and Crime Prevention, Hong Kong	6,350
23	Queen Elizabeth Hospital - Hospital Authority	4,614
24	Hong Kong Red Cross	3,994
25	Vassar International Chinese Medical Society Limited	3,874
26	School of Continuing and Professional Education, City University of Hong Kong	3,793
27	Hong Kong Workers' Health Centre Limited	3,729
28	Hong Kong St. John Ambulance	3,662
29	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	3,231
30	The Hong Kong Society for Rehabilitation	3,127
31	The Young Men's Christian Association of Hong Kong	3,118
32	Hong Kong Federation of Women's Centres	3,017

	Training body	Funding (\$'000)
33	The Scout Association of Hong Kong - The Friends of Scouting	2,952
34	Hong Kong Sheng Kung Hui Welfare Council Limited	2,302
35	Princess Margaret Hospital	2,054
36	Hongkong School of Commerce	1,783
37	Leo Hair & Beauty Training Centre	1,739
38	Kwai Chung Hospital - Hospital Authority	1,663
39	Yang Memorial Methodist Social Service	1,601
40	The Industrial Evangelistic Fellowship Limited	1,160
41	Hong Kong Association of Gerontology	929
42	Royal International College	927
43	College of Nursing, Hong Kong	927
44	Aberdeen Kai-fong Welfare Association Limited	835
45	YMCA College of Careers	828
46	Hong Kong Federation of Handicapped Youth	827
47	The Hong Kong Federation of Youth Groups	794
48	Hong Kong Manpower Development Centre Limited	703
49	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	568
50	Hong Kong Rehabilitation Power	551
51	Hong Kong Travel & Tourism Training Centre Limited	539
52	School of Continuing and Professional Studies, The Chinese University of Hong Kong	520
53	OIWA Limited	477
54	The Hong Kong Association of Hair Design	447
55	Knowledge Education Centre	400
56	Monita Hair & Beauty Academy	389
57	Clothing Industry Training Authority	357
58	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	345
59	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	301
60	Hospital & Clinic Nurses Association	251
61	The Hong Kong School of Motoring Limited	247
62	New Life Psychiatric Rehabilitation Association	137
63	The Neighbourhood Advice-Action Council	130
64	The Mental Health Association of Hong Kong	110
65	Hong Kong Electrical & Mechanical College (Evening School)	99
66	Eating Establishment Employees General Union	97
67	Hong Kong Federation of Women Limited	88

	Training body	<u>Funding</u> (\$'000)
68	Lingnan Institute of Further Education	82
69	Union of Hong Kong Electrical and Mechanical Engineering Assistants	78
70	Travel Industry Council of Hong Kong	71
71	Reach Profession Training Skills Development Centre	54
72	Li Fai Centre of Wushu	54
73	Electronic Communication Technical Staff Union	53
74	The Hong Kong Marble & Granite Merchants Association, Limited	48
75	Xianggang Putonghua Yanxishe	43
76	Advanced Printing Technology Centre Limited	42
77	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	38
78	New Home Association Limited	30
79	Hong Kong Association of Registered Tour Co-ordinators Limited	23
80	Occupational Safety and Health Council	5
81	Hong Kong Air-conditioning and Refrigerating Trades Workers General Union	3
82	Jenny Beauty College	1

(b) Funding allocated to training bodies for the organisation of training courses in 2014-15^[Note 1].

	Training body	Funding (\$'000)
1	HKCT Group Limited	82,769
2	Vocational Training Council	57,616
3	Christian Action	48,618
4	The Hong Kong Confederation of Trade Unions	43,164
5	The Federation of Hong Kong and Kowloon Labour Unions	36,660
6	New Territories Association Retraining Centre Limited	29,821
7	Caritas - Hong Kong	27,917
8	Hong Kong Young Women's Christian Association	20,488
9	The Evangelical Lutheran Church of Hongkong	19,828
10	Hong Kong Association for Democracy and People's Livelihood	19,363
11	Yan Oi Tong Limited	18,856
12	The Hong Kong Federation of Trade Unions	16,306
13	Hong Kong Employment Development Service Limited	15,681
14	St. James' Settlement	14,041
15	Hong Kong Sheng Kung Hui Lady MacLehose Centre	13,069
16	Heung To College of Professional Studies	12,870
17	Neighbourhood & Worker's Service Centre	12,870
18	KCRA Community Education Enhancement Center Limited	11,903
19	Baptist Oi Kwan Social Service	10,164
20	Methodist Centre	9,040
21	The Society of Rehabilitation and Crime Prevention, Hong Kong	6,424
22	S. K. H. Holy Carpenter Church Community Centre	6,304
23	Hong Kong Federation of Women's Centres	5,228
24	Queen Elizabeth Hospital - Hospital Authority	4,520
25	Hong Kong Red Cross	3,939
26	School of Continuing and Professional Education, City University of Hong Kong	3,535
27	Vassar International Chinese Medical Society Limited	3,511
28	The Young Men's Christian Association of Hong Kong	3,405
29	The Hong Kong Society for Rehabilitation	3,328
30	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	3,132
31	Hong Kong Workers' Health Centre Limited	2,931
32	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	2,792

	Training body	Funding (\$'000)
33	The Scout Association of Hong Kong - The Friends of Scouting	2,466
34	Hong Kong Manpower Development Centre Limited	2,152
35	Leo Hair & Beauty Training Centre	2,105
36	Hong Kong St. John Ambulance	1,821
37	The Industrial Evangelistic Fellowship Limited	1,540
38	Yang Memorial Methodist Social Service	1,514
39	Royal International College	1,459
40	Princess Margaret Hospital	1,451
41	Hong Kong Sheng Kung Hui Welfare Council Limited	1,433
42	Aberdeen Kai-fong Welfare Association Limited	1,146
43	Hongkong School of Commerce	1,132
44	Kwai Chung Hospital - Hospital Authority	1,128
45	YMCA College of Careers	779
46	Hong Kong Federation of Handicapped Youth	716
47	College of Nursing, Hong Kong	628
48	Hong Kong Association of Gerontology	600
49	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	552
50	The Mental Health Association of Hong Kong	515
51	Hong Kong Travel & Tourism Training Centre Limited	470
52	Hong Kong Rehabilitation Power	456
53	OIWA Limited	393
54	Hong Kong Electrical & Mechanical College (Evening School)	322
55	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	315
56	The Neighbourhood Advice-Action Council	300
57	Monita Hair & Beauty Academy	276
58	Hospital & Clinic Nurses Association	267
59	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	263
60	The Hong Kong Federation of Youth Groups	257
61	New Life Psychiatric Rehabilitation Association	175
62	Clothing Industry Training Authority	158
63	Silence Limited	126
64	Hong Kong Federation of Women Limited	125
65	Hong Kong Association of Registered Tour Co-ordinators Limited	93
66	The Hong Kong School of Motoring Limited	92
67	School of Continuing and Professional Studies, The Chinese	77

	Training body	<u>Funding</u> (\$'000)
	University of Hong Kong	
68	Union of Hong Kong Electrical and Mechanical Engineering Assistants	66
69	Electronic Communication Technical Staff Union	66
70	The Hong Kong Association of Hair Design	55
71	Advanced Printing Technology Centre Limited	52
72	The Hong Kong Marble & Granite Merchants Association, Limited	51
73	Hong Kong Air-conditioning and Refrigerating Trades Workers General Union	48
74	New Home Association Limited	39
75	Li Fai Centre of Wushu	38
76	Occupational Safety and Health Council	12
77	Eating Establishment Employees General Union	8
78	Asia-Pacific Institute of Ageing Studies, Lingnan University	8
79	Hong Kong Tour Guides General Union	7

[Note 1] The figures are estimated as at February 2015.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0794)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

What are the trades currently specified in the Apprenticeship Ordinance, and the respective numbers of registered apprentices in designated trades in the past 3 years and apprentices taking courses in various trades in the past 5 years? And

Will the Administration conduct a review of the Ordinance which has been in place for many years? If no, what are the reasons?

Asked by: Hon HO Chun-yan, Albert (Member Question No. 18)

Reply:

There are 45 designated trades specified under the Apprenticeship Ordinance (Cap. 47) (the Ordinance). It is stipulated in the Ordinance that an employer employing a young person aged between 14 and under 19 in a designated trade must enter into an apprenticeship contract with the young person and register the contract with the Director of Apprenticeship. According to the Ordinance, a person who is aged 19 or above or who is employed in a non-designated trade may also enter into a registered apprenticeship contract with the employer and register the contract voluntarily. A breakdown of the number of registered apprentices by designated trades in the past 3 years is at Table 1, whereas a breakdown of the total number of registered apprentices by sectors (including designated and non-designated trades) in the past 5 years (i.e. 2010-11 to 2014-15[@]) is at Table 2.

[@] The figures in 2010-11 to 2013-14 mentioned in this reply are figures as at the end date of that financial year (i.e. 31 March); the figures in 2014-15 are figures as at 28 February 2015.

Table 1

Designated Trade	No. of Registered Apprentices		
	2012-13	2013-14	2014-15
Bookbinder	-	1	1
Building Services Mechanic	99	148	173
Cable Jointer (Power)	17	21	26
Carpenter/Joiner	-	2	1
Construction Plant Mechanic	91	91	105
Electrical Appliances Service Mechanic	6	7	8
Electrical Fitter	36	48	65
Electrician	453	509	539
Gas Utilisation Fitter	26	42	51
Goldsmith (K-gold)	3	3	2
Instrument Mechanic	-	-	1
Lift Electrician	136	186	240
Lift Mechanic	7	6	2
Mould and Die Maker and Repairer	-	-	5
Machinist	6	4	-
Fitter	3	-	-
Overhead Linesman	16	20	15
Painter/Decorator/Sign Writer	2	-	2
Bricklayer/Plasterer/Tiler	1	-	1
Plumber	15	16	27
Precious Stone Setter	3	2	3
Printing Machine Operator (Letterpress)	2	1	1
Printing Machine Operator (Offset Litho)	1	-	-
Refrigeration/Air-conditioning Mechanic	310	339	393
Textile Mechanic	-	1	-
Vehicle Body Repairer/Builder	35	44	56
Vehicle Electrician	71	86	87
Vehicle Mechanic	276	324	419
Vehicle Painter	20	15	30

Designated Trade	No. of Registered Apprentices		
	2012-13	2013-14	2014-15
Wood Furniture Maker	No registered apprentice for these designated trades in the past 3 years		
Tool and Die Maker			
Goldsmith (Fine-gold)			
Metal Furniture Maker			
Offset Litho Plate-Maker			
Hotel Cook (Western Style)			
Repairman (Electronics Manufacturing)			
Knitting Machine Mechanic			
Compositor			
Radio/Television Mechanic			
Bamboo Scaffolder			
Clothing Machine Mechanic			
Process Camera Operator			
Audio-Visual and Radio-Frequency Mechanic			
Painter/Decorator (Furniture)			
Vehicle Panel Beater Repairer/Body Builder			
Total:	1 635	1 916	2 253

Table 2

Sectors	No. of Registered Apprentices				
	2010-11	2011-12	2012-13	2013-14	2014-15
Aircraft	-	-	1	87	154
Automobile	493	474	452	497	657
Construction	814	1 031	1 215	1 401	1403
Electrical	746	781	818	899	974
Electronic	101	102	95	105	122
Furniture Making	2	-	-	-	-
Gas	51	49	59	62	73
Hotel Cook	1	1	-	-	-
Jewellery	17	18	15	10	15
Lift and Escalator	148	142	150	205	252
Mechanical	222	227	203	249	318
Plastics	12	6	2	5	12
Printing	130	83	48	34	46
Air-Conditioning	419	395	426	466	516
Ship Repair	6	1	-	-	1
Textile Clothing	-	-	-	1	-
Total:	3 162	3 310	3 484	4 021	4 543

Following the funding approval of the Legislative Council Finance Committee in July 2014, the Vocational Training Council (VTC) has launched the Earn and Learn Pilot Scheme (the Scheme) under the Ordinance to enhance the existing Apprenticeship Scheme. Through integration of workplace and school training, the Scheme enables students to acquire career-related skills and knowledge, and helps them better understand their career and study progression pathways. VTC will review the effectiveness of the Scheme as appropriate. The Government has no plan to review the Ordinance at this stage.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0309)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): ()
Programme: (7) Subvention: Vocational Training Council (Vocational Training)
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)
Director of Bureau: Secretary for Labour and Welfare
Question:

With regard to the implementation of the Apprenticeship Ordinance (Cap. 47) ("the Ordinance"), would the Government advise this Committee of the following:

- (a) The number of employers participating in the Apprenticeship Scheme and the number of registered apprentices in 2013-14 and 2014-15 respectively (with breakdowns by designated trade and non-designated trade);
- (b) The number of registered apprentices in all the designated trades under the Ordinance up to now (with breakdowns by gender, age and name of trade);
- (c) The number of non-designated trades participating in the Apprenticeship Scheme under the Ordinance up to now, and the number of apprentices involved (with breakdowns by gender, age and name of trade);
- (d) The number of apprentices who have completed the training under the Apprenticeship Scheme in 2013-14 and 2014-15, and the number of apprentices who continued to work in their original trades after completing the training as well as their percentage share in the total number of apprentices in employment; and
- (e) Have funds been earmarked in 2015-16 for reviewing the Ordinance and the various existing apprenticeship training schemes? If yes, what are the details and the timetable of the review? If no, what are the reasons?

Asked by: Hon KWOK Wai-keung (Member Question No. 15)

Reply:

The information sought is provided as follows:

- (a) The number of employers participating in the Apprenticeship Scheme and the number of registered apprentices in 2013-14 and 2014-15[@] are as follows:

	No. of Employers	No. of Apprentices		
		Designated Trades	Non-Designated Trades	Total
2013-14	594	1 884	2 137	4 021
2014-15	639	2 253	2 290	4 543

® The figures in 2013-14 mentioned in this reply are figures as at 31 March 2014; the figures in 2014-15 are figures as at 28 February 2015.

- (b) As at 28 February 2015, there are 2 253 registered apprentices in the designated trades. Breakdowns by gender and by age are provided in the following 2 tables:

By gender

	Designated Trades	Male	Female
1	Bookbinder	1	-
2	Building Services Mechanic	172	1
3	Cable Jointer (Power)	26	-
4	Carpenter/Joiner	1	-
5	Construction Plant Mechanic	105	-
6	Electrical Appliances Service Mechanic	8	-
7	Electrical Fitter	65	-
8	Electrician	539	-
9	Gas Utilisation Fitter	51	-
10	Goldsmith (K-gold)	2	-
11	Instrument Mechanic	1	-
12	Lift Electrician	240	-
13	Lift Mechanic	2	-
14	Mould and Die Maker and Repairer	5	-
15	Overhead Linesman	15	-
16	Painter/Decorator/Sign Writer	2	-
17	Bricklayer/Plasterer/Tiler	1	-
18	Plumber	27	-
19	Precious Stone Setter	2	1
20	Printing Machine Operator (Letterpress)	1	-
21	Refrigeration/Air-conditioning Mechanic	392	1
22	Vehicle Body Repairer/Builder	55	1
23	Vehicle Electrician	87	-
24	Vehicle Mechanic	419	-
25	Vehicle Painter	30	-
	Sub-total:	2 249	4
	Total:	2 253	

By age*

Age	No. of Registered Apprentices in Designated Trades
14 to under 19	763
19 or above	1 490
Total	2 253

* At present, there are 45 trades specified to be designated trades under the Apprenticeship Ordinance. A young person aged between 14 and under 19 who is employed in a designated trade and who has not completed an apprenticeship must enter with the employer an apprenticeship contract which must be registered with the Director of Apprenticeship. Voluntary registration is also open to apprentices aged 19 or above in designated trades.

- (c) As at 28 February 2015, there are 63 non-designated trades with 2 290 registered apprentices[#]. Their distribution by trade and gender, and by age is listed in the 2 tables below:

By gender

	Non-Designated Trades	Male	Female
1	Air-conditioning Technician	18	-
2	Aircraft Maintenance Mechanic	140	10
3	Aircraft Painting Mechanic	4	-
4	Assistant Jewellery Designer	-	2
5	Assistant Jewellery Production Designer	1	1
6	Assistant Safety Officer	3	-
7	Assistant Technician (Clock)	10	3
8	Building Services Craftsman	2	-
9	Building Services Technician	210	5
10	Construction Assistant	10	-
11	Construction Materials Testing Technician	1	-
12	Construction Technician	664	25
13	Craft Apprentice (Air-conditioning)	49	-
14	Craft Apprentice (Electrical)	91	4
15	Craft Apprentice (Electronics)	14	1
16	Craft Apprentice (Mechanical)	100	2
17	Craft Apprentice (Vehicle)	13	-
18	Desktop Publishing (DTP) System Operator	1	-
19	Electrical Engineering Technician	132	-
20	Electronics Craftsman	9	-
21	Electronics Technician	46	3
22	Engineering Assistant	1	-
23	Engineering Assistant (Plastic	7	-

	Non-Designated Trades	Male	Female
	Production)		
24	Engineering Assistant (Air-Conditioning)	3	-
25	Engineering Assistant (Building Services)	8	-
26	Engineering Assistant (Electrical)	8	-
27	Fire Services Mechanic	31	-
28	Gas Network Fitter	22	-
29	Graphic Designer	-	9
30	Graphic Designer Assistant (Printing)	2	2
31	Jewellery Mould Maker & Caster	1	-
32	Jewellery Order Processor	-	2
33	Jewellery Polisher	1	-
34	Leveller	1	-
35	Lift Technician	10	-
36	Marble Worker	1	-
37	Mechanical Engineering Technician	62	-
38	Mechanical Fitter	102	1
39	Media Publishing Co-ordinator	12	8
40	Metal Worker	17	-
41	Permanent Way Mechanic	43	-
42	Plumber	1	-
43	Production Assistant (Watch)	1	-
44	Production Controller Assistant (Printing)	3	2
45	Production Planner (Printing)	1	4
46	Quantity Surveying Technician	83	28
47	Refrigeration/Air-conditioning Technician	22	1
48	Steel Fabricator	6	-
49	Stone Refurbishment and Care Worker	3	-
50	Technical Assistant (Electrical)	8	-
51	Technical Assistant (Electronics)	6	-
52	Technical Assistant (Security Systems)	3	-
53	Technician (Gemstone Testing and Authentication)	1	1
54	Technician Apprentice (Air Conditioning)	20	-
55	Technician Apprentice (Building Services)	8	-
56	Technician Apprentice (Electrical)	36	-
57	Technician Apprentice (Electronics)	39	-
58	Technician Apprentice (Mechanical)	27	-
59	Technician Apprentice (Vehicle)	9	-

	Non-Designated Trades	Male	Female
60	Technician Trainee (Clock)	1	-
61	Vehicle Technician	42	1
62	Ventilation System Mechanic	2	-
63	Welder	3	-
	Sub-total:	2 175	115
	Total:	2 290	

* Apprentices in trades not specified as designated trades (non-designated trades) are registered on a voluntary basis.

By age

Age	No. of Registered Apprentices in Non-Designated Trades
14 to under 19	311
19 or above	1 979
Total	2 290

- (d) In 2013-14 and 2014-15, the numbers of people who have completed the Apprenticeship Scheme are as follows:

Year	No. of People Who Have Completed the Apprenticeship Scheme
2013-14	687
2014-15	710

The Vocational Training Council (VTC) conducts an annual survey of 200 randomly-selected apprentices who have completed the apprenticeship training in the previous financial year. Data collected from the surveys conducted in 2013-14 to 2014-15, including the numbers of apprentices in employment and those who continued to work in their original trades as well as their percentage share in the total number of apprentices in employment, are given below:

Survey Year	No. of Apprentices Responding to the Annual Survey	No. of Apprentices in Employment	No. of Apprentices Continuing to work in Original Trades	Percentage
2013-14	199	195	193	98.9%
2014-15	197	195	194	99.0%

- (e) Following the funding approval of the Legislative Council Finance Committee in July 2014, VTC has launched the Earn and Learn Pilot Scheme (the Scheme) under the Apprenticeship Ordinance (the Ordinance) to enhance the existing Apprenticeship Scheme. Through integration of workplace and school training, the Scheme enables students to acquire career-related skills and knowledge, and helps them better understand their career and study progression pathways. VTC will review the effectiveness of the Scheme as appropriate. The Government has no plan to review the Ordinance at this stage.

- End -

CONTROLLING OFFICER'S REPLY**(Question Serial No. 0310)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

What is the number of apprentices joining the Modern Apprenticeship Scheme (the Scheme) per year for the 2013-14 and 2014-15 academic years (by gender, age and sector)? How many apprentices completed the Scheme and remained in the original sectors and what is the proportion of these apprentices? What publicity programmes will be organised by the Vocational Training Council to promote the Scheme and what is the expenditure involved in 2015-16?

Asked by: Hon KWOK Wai-keung (Member Question No. 16)

Reply:

The breakdown of the numbers of apprentices (by gender, age and sector) joining the Modern Apprenticeship Scheme (the Scheme) in 2013/14 and 2014/15 academic years respectively is provided in the table below.

Modern Apprenticeship Scheme		2013/14 academic year		2014/15 academic year
Bakery & Pastry	Gender	Male	Female	No class has been offered yet as the Vocational Training Council (VTC) is reviewing consolidation of the Scheme with other programmes to achieve greater effectiveness
	Age 15-20 [@]	31	12	
	Age 21-24	12	6	
	Total	61		
Western Cuisine	Gender	Male	Female	
	Age 15-20	7	3	
	Age 21-24	3	0	
	Total	13		
Electronics & Information Technology	Gender	Male	Female	
	Age 15-20	6	1	
	Age 21-24	4	1	
	Total	12		

[@] The training for apprentices aged 15 to 20 is funded under the Manpower Development Scheme of the Employees Retraining Board. The training for the remaining apprentices is funded by the Labour and Welfare Bureau.

The Scheme provides job placement and follow-up services for six to nine months for apprentices after their completion of training. The employment data of the apprentices collected at the end of the placement service are set out in the table below:

Modern Apprenticeship Scheme		2013/14 academic year	2014/15 academic year
Bakery & Pastry	Completed the training	51	No available data as no course was held
	Remaining in the original sector	40	
	Rate of those remaining in the original sector	78%	
Western Cuisine	Completed the training	7	
	Remaining in the original sector	7	
	Rate of those remaining in the original sector	100%	
Electronics & Information Technology	Completed the training	7	
	Remaining in the original sector	7	
	Rate of those remaining in the original sector	100%	

The VTC will review various youth employment training programmes including the Scheme to explore the room for improvement or consolidating of the programmes. The publicity programmes for various youth employment training programmes for the 2015/16 academic year will be formulated subject to the review results. No additional provision is required for the publicity programmes which form part of the VTC's on-going efforts.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)135

(Question Serial No. 1189)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): ()
Programme: (4) Manpower Development
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)
Director of Bureau: Secretary for Labour and Welfare
Question:

Due to the structural uniformity of Hong Kong's industries, any volatility in the property market or external economic environment will be a potential drag on our economic performance and employment market despite the current low level of unemployment rate. By then the sandwich and middle classes will be the most hard-hit. In this regard, please advise this Committee of whether the Administration will look into the setting up of a "loan fund for occupation switching" in future to assist eligible unemployed persons in receiving further education, becoming self-employed persons or starting up businesses. If so, what are the details? If not, what are the reasons?

Asked by: Hon LEUNG Mei-fun, Priscilla (Member Question No. 44)

Reply:

Efforts are and will continue to be made on different fronts to help unemployed persons to pursue further education, retraining, self-employment or start-up business as outlined in the following paragraphs.

On training and retraining services, the Employees Retraining Board provides a variety of courses under the Manpower Development Scheme, including placement-tied courses for the unemployed and job seekers, and courses which assist employees in enhancing their skills, thus making it easier for them to move up the job ladder in various trades or change career. The Vocational Training Council in parallel provides training to those persons seeking to pursue vocational training.

To assist young people aged 18 to 29 in pursuing self-employment, the Labour Department provides training and support services through two Youth Employment Resource Centres for this purpose.

In June 2012, the Hong Kong Mortgage Corporation Limited launched the Microfinance Scheme which aims to assist the public who may wish to start their own business but cannot

do so due to lack of financial means or difficulties in obtaining loans from traditional finance sources.

The Government does not see the need for setting up a separate “loan fund for occupation switching”.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0556)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Financial Secretary stated in paragraph 105, page 29 of the Budget Speech that “we should seriously consider importing manpower in an appropriate, limited and targeted manner to inject new impetus into the labour market”. How many resources have been earmarked by the Government for promoting the policy to “inject new impetus into the labour market”? What are the specific details?

Asked by: Hon POON Siu-ping (Member Question No. 3108)

Reply:

To attract talent from outside, the Government will refine existing talent admission arrangements by facilitating the return of the second generation of Hong Kong emigrants, relaxing the stay arrangements to attract talent to settle in Hong Kong, refining the Quality Migrant Admission Scheme, attracting more overseas investors to establish businesses in Hong Kong and studying the feasibility of drawing up a talent list. Regarding importation of labour, the Government will continue to uphold the principle of according priority to local people in employment before considering the importation of workers on an appropriate, limited and targeted basis. In this connection, the Government will strengthen training and employment services for local workers, including earmarking \$100 million for the Construction Industry Council to launch new initiatives to strengthen training of semi-skilled workers to attain skilled workers' levels; and will organise large-scale, district-based and thematic recruitment fairs regularly in collaboration with employers from different sectors and through the two recruitment centres for the retail and catering industries. In addition, the Government is planning to further enhance the Supplementary Labour Scheme having regard to the unique characteristics of the construction industry to enhance flexibility of deployment and maximise the productivity of skilled workers. At the same time, the Labour Department will set up a dedicated Construction Industry Recruitment Centre to provide job counselling services, conduct on-the-spot interviews and organise job fairs for local construction workers.

Bureaux and departments concerned will appropriately use or deploy existing resources to tie in with the implementation of the above measures. They will also seek funding through the established mechanism, if necessary.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)137

(Question Serial No. 0562)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): (000) Operational expenses
Programme: (7) Subvention: Vocational Training Council (Vocational Training)
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)
Director of Bureau: Secretary for Labour and Welfare
Question:

The revised estimate of the subvention to the Vocational Training Council for 2014-15 is \$6.34 million higher than the original estimate. What is the reason for the difference between the revised provision and original estimate?

Asked by: Hon POON Siu-ping (Member Question No. 27)

Reply:

The revised estimate of the subvention to the Vocational Training Council for 2014-15 is \$6.34 million higher than the original estimate. This is due to the additional provision for the 2014-15 pay adjustment.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0425)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated that the Labour and Welfare Bureau will continue to monitor the operation of the Continuing Education Fund and the implementation of the Manpower Development Scheme of the Employees Retraining Board in 2015-16. In this regard, how does the Government evaluate the cost-effectiveness of these two measures? Had the measures been reviewed and enhanced over the past 3 years? If yes, what are the details? If not, what are the reasons?

Asked by: Hon TIEN Pei-chun, James (Member Question No. 23)

Reply:

The Labour and Welfare Bureau (LWB) has been working in collaboration with the Office of the Continuing Education Fund and the Hong Kong Council for Accreditation of Academic and Vocational Qualifications to monitor the operation of the Continuing Education Fund (CEF), including its use, the supervision of CEF courses, applications and claims for CEF, etc. Further enhancement measures have been made in the past three years to improve CEF's administration, such as the provision of acknowledgement of application to applicants via the Short Message Service, launching an on-line checking service for the CEF accounts, as well as simplification of application forms, etc.

The LWB, as the housekeeping bureau, gives guidance to the Employees Retraining Board (ERB) on its direction and examines ERB's annual programme of activities. As one of the board members of ERB, LWB's representative participates in the meetings of ERB and its committees. These facilitate LWB in overseeing and assessing the work of ERB in implementing the Manpower Development Scheme which provides to local residents aged 15 or above with education level at sub-degree or below a variety of market-driven and employment-oriented training courses and services.

Over the past 3 years, LWB and ERB have updated the Memorandum of Administrative Arrangements to enhance the administrative arrangements like financial and personnel management. Over the past 3 years, ERB has also focused on the development of training

courses with employment potentials such as the “Squad 3S” and a series of courses for post-natal care workers to cater for market needs. In addition, ERB has actively encouraged training bodies to organise skills upgrading courses in the form of dedicated classes for business associations and enterprises to nurture the skills and attitude of their employees, thus sharpening their competitive edge.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0783)

Head: (173) Working Family and Student Financial Assistance Agency

Subhead (No. & title): (700) General non-recurrent
Item 508 Continuing Education Fund

Programme: (1) Student Assistance Scheme

Controlling Officer: Head, Working Family and Student Financial Assistance Agency
(Mr Esmond LEE)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Office of the Continuing Education Fund (OCEF), please advise this Committee of the manpower deployed for conducting surprise inspections, the number of surprise inspections conducted, the course providers inspected, and the manpower expenditure incurred over the past 3 years. Among the inspections conducted, how many cases were found to have breached the terms and conditions of the Continuing Education Fund (CEF)? What follow-up actions had been taken, and how many cases required formal investigation by the law enforcement agencies?

Asked by: Hon HO Chun-yan, Albert (Member Question No. 7)

Reply:

Information concerning the surprise inspections of course providers conducted by the OCEF in the past 3 years including the number of staff deployed, the number of inspections conducted, the number of course providers involved and the manpower expenditure incurred is provided as follows –

	Year		
	2012-13	2013-14	2014-15 (as at 31 January 2015)
Number of staff deployed	4	4	4
Number of inspections conducted	252	252	187
Number of course providers involved	101	101	78
Manpower expenditure incurred (\$ million)	1.04	1.14	0.99

The course providers inspected by the OCEF are listed at Annex.

Among the surprise inspections conducted, the OCEF found that 54, 71 and 33 cases were in breach of the terms and conditions of the CEF in 2012-13, 2013-14 and 2014-15 (as at 31 January 2015) respectively. The non-compliance was not serious in nature (for example, improper record keeping and miscalculation of marks) and no element of fraud was observed. While the OCEF issued warnings to all the course providers concerned, none of the cases required referral to law enforcement agencies for formal investigation.

**List of course providers inspected by the Office of the Continuing Education Fund in
2012-13**

	Name of course provider
1	ABRS MANAGEMENT AND TECHNOLOGY CENTER
2	ABRS PROFESSIONAL LEARNING SERVICES
3	AC&A CONSULTANCY & TRAINING COMPANY LIMITED
4	ADVANCED CONTEMPORARY EDUCATION CENTRE
5	ALLIANCE FRANCAISE DE HONG KONG
6	AMERICAN CANADIAN APPROACH EDUCATION CENTER
7	ANTIPODEAN ENGLISH LANGUAGE SCHOOL (KOWLOON)
8	ASIA PROFESSIONAL TRAINING INSTITUTE LIMITED
9	ASSOCIATION OF MANAGEMENT ACADEMICS LIMITED
10	ASTON INSTITUTE
11	BARON'S SCHOOL OF MUSIC LTD.
12	BRIGHTEN YOUTH EDUCATION CENTRE
13	CATCH COMMUNICATION LTD
14	CHARTSLOGIC.COM
15	CHINA EDUCATION (HK) LTD
16	CO1 SCHOOL OF VISUAL ARTS
17	COMPUTER ACADEMY
18	COMPUTER POWER EDUCATION CENTER
19	DIRECT EDUCATION CENTRE
20	ENGLISHTOWN (HONG KONG) LIMITED
21	FARIDA HAIR & BEAUTY EDUCATION CENTRE
22	FATBARS LIMITED
23	FIRST INSTITUTE OF ART AND DESIGN
24	FTMS TRAINING SYSTEMS (HK) LTD
25	FTU EMPLOYMENT DEVELOPMENT SERVICE LTD.
26	GREAT LEARNING EDUCATION CENTRE
27	HKBHA ACADEMY
28	HKTRAVELER.COM LIMITED
29	HONG KONG ART SCHOOL
30	HONG KONG CHINGYING INSTITUTE OF VISUAL ARTS
31	HONG KONG COMMUNICATION ART CENTRE
32	HONG KONG COMPUTER INSTITUTE
33	HONG KONG CONFEDERATION OF TRADE UNIONS - TRAINING CENTRE
34	HONG KONG DYNAMICS DESIGN
35	HONG KONG ECOTOURISM & TRAVELS PROFESSIONAL TRAINING CENTRE
36	HONG KONG FILM ACADEMY LTD
37	HONG KONG INSTITUTE OF BUSINESS ADMINISTRATION
38	HONG KONG INSTITUTE OF LANGUAGES
39	HONG KONG INSTITUTE OF PROFESSIONAL STUDIES
40	HONG KONG MANAGEMENT ASSOCIATION COLLEGE OF FURTHER

	Name of course provider
	EDUCATION
41	HONG KONG NEURO-LINGUISTIC PROGRAMMING CENTRE
42	HONG KONG PRODUCTIVITY COUNCIL
43	HONG KONG PROFESSIONAL PUTONGHUA SCHOOL
44	HONG KONG SCHOOL OF COMMERCE
45	HONG KONG SCHOOL OF DESIGN
46	HONG KONG SOCIAL ENTERPRISE
47	HONG KONG TRAVEL AND TOURISM TRAINING CENTRE LTD
48	HOPKINS EDUCATION CENTER
49	HORNINGTON SCHOOL
50	INFORMATICS EDUCATION (HK) LIMITED
51	INSTITUTE FOR LEADERSHIP AND POTENTIAL DEVELOPMENT (HONG KONG) LIMITED
52	INTER-PRO BEAUTY ARCHITECT SCHOOL LIMITED
53	I-TOTALSECURITY CONSULTING LIMITED
54	JENNY BEAUTY COLLEGE
55	KAPLAN FINANCIAL (HK) LIMITED
56	KAPLAN HIGHER EDUCATION (HK) LIMITED
57	KAPLAN LANGUAGE CENTRE
58	KORNERSTONE LIMITED
59	LEO HAIR & BEAUTY TRAINING CENTRE
60	LIFE ENRICH LIMITED
61	MAGNA EDUCATION CENTER (KOWLOON)
62	MARIA COLLEGE
63	MAX EDUCATION CENTRE
64	METHODIST EDUCATION CENTRE
65	MIDLAND UNIVERSITY LIMITED
66	MODA
67	MONITA ACADEMY
68	NIKKEI JAPANESE LANGUAGE SCHOOL
69	PASONA EDUCATION CO LIMITED
70	PETER F. DRUCKER ACADEMY LIMITED
71	PHILLIP INSTITUTE OF FINANCIAL LEARNING
72	PIVOT POINT COLLEGE...HONG KONG
73	PRIME ENGLISH LEARNING CENTRE
74	PROFESSIONAL TRAINING & STRATEGY LTD
75	PROFESSIONAL TRAINING ASSOCIATION
76	RDI MANAGEMENT LEARNING LTD
77	ROYAL BRISBANE INTERNATIONAL COLLEGE (HONG KONG)
78	ROYAL INTERNATIONAL COLLEGE
79	SARA BEATTIE COLLEGE
80	SGS HONG KONG LTD
81	SHINE RAINBOW MARKETING LIMITED
82	SINO COLLEGE
83	SINO INSTITUTE OF CONTINUING EDUCATION LIMITED
84	SIX SIGMA INSTITUTE LTD
85	SOHO LIFE ENGLISH TRAINING CENTRE

	Name of course provider
86	ST JAMES' SETTLEMENT CONTINUED EDUCATION CENTER
87	STAR CHEF MANAGEMENT SCHOOL
88	THE HONG KONG ASSOCIATION OF HAIR DESIGN
89	THE HONG KONG FEDERATION OF TRADE UNIONS OCCUPATIONAL RETRAINING CENTER LIMITED
90	THE HONG KONG FEDERATION OF YOUTH GROUPS CONTINUOUS LEARNING CENTRE
91	THE HONG KONG MANAGEMENT ASSOCIATION
92	THE LIFE UNDERWRITERS ASSOCIATION OF HONG KONG LIMITED
93	TOA LANGUAGE AND CULTURE SCHOOL
94	TODAIMAE LANGUAGE CENTRE
95	TOKYO UNIVERSE LANGUAGE EDUCATION CENTRE
96	TQM CONSULTANTS CO. LTD
97	UNISOFT EDUCATION CENTRE
98	WELKIN COMPUTER TRAINING
99	XIANGGANG PUTONGHUA YANXISHE
100	YMCA COLLEGE OF CAREERS
101	YMCA COLLEGE OF CONTINUING EDUCATION

**List of course providers inspected by the Office of the Continuing Education Fund in
2013-14**

	Name of course provider
1	ABRS MANAGEMENT AND TECHNOLOGY CENTER
2	ABRS PROFESSIONAL LEARNING SERVICES
3	AC&A CONSULTANCY & TRAINING COMPANY LIMITED
4	ADVANCED CONTEMPORARY EDUCATION CENTRE
5	ALLIANCE FRANCAISE DE HONG KONG
6	AMERICAN CANADIAN APPROACH EDUCATION CENTER
7	ASIA PROFESSIONAL TRAINING INSTITUTE LIMITED
8	ASSOCIATION OF MANAGEMENT ACADEMICS LIMITED
9	ASTON INSTITUTE
10	BRIGHTEN YOUTH EDUCATION CENTRE
11	CATCH COMMUNICATION LTD
12	CITY COLLEGE
13	CLOTHING INDUSTRY TRAINING AUTHORITY
14	CMM MONITA ACADEMY LIMITED
15	COMPUTER POWER EDUCATION CENTER
16	EF LANGUAGE SOLUTIONS HONG KONG LIMITED
17	FACTORPLUS INTERNATIONAL ACADEMY
18	FARIDA HAIR & BEAUTY EDUCATION CENTRE
19	FINANCE & ECONOMICS STUDIO
20	FIRST INSTITUTE OF ART AND DESIGN
21	FTMS TRAINING SYSTEMS (HK) LTD
22	FTU EMPLOYMENT DEVELOPMENT SERVICE LTD.
23	GREAT LEARNING EDUCATION CENTRE
24	HKTRAVELER.COM LIMITED
25	HOLMES INSTITUTE HONG KONG
26	HONG KONG ART SCHOOL
27	HONG KONG ASSOCIATION OF REGISTERED TOUR CO-ORDINATORS LIMITED
28	HONG KONG CHINGYING INSTITUTE OF VISUAL ARTS
29	HONG KONG COMMUNICATION ART CENTRE
30	HONG KONG COMPUTER INSTITUTE
31	HONG KONG CONFEDERATION OF TRADE UNIONS - TRAINING CENTRE
32	HONG KONG CUSTOMER SERVICE CONSORTIUM LTD
33	HONG KONG DYNAMICS DESIGN
34	HONG KONG ECOTOURISM & TRAVELS PROFESSIONAL TRAINING CENTRE
35	HONG KONG FEDERATION OF RESTAURANTS AND RELATED TRADES CHARITABLE FOUNDATION LIMITED
36	HONG KONG FILM ACADEMY LTD
37	HONG KONG INSTITUTE OF BUSINESS ADMINISTRATION
38	HONG KONG INSTITUTE OF PROFESSIONAL STUDIES
39	HONG KONG JEWELRY MANUFACTURERS' ASSOCIATION
40	HONG KONG MANAGEMENT ASSOCIATION COLLEGE OF FURTHER

	Name of course provider
	EDUCATION
41	HONG KONG NEURO-LINGUISTIC PROGRAMMING CENTRE
42	HONG KONG PRODUCTIVITY COUNCIL
43	HONG KONG PROFESSIONAL PUTONGHUA SCHOOL
44	HONG KONG SCHOOL OF COMMERCE
45	HONG KONG SCHOOL OF DESIGN
46	HONG KONG SECURITIES AND INVESTMENT INSTITUTE
47	HONG KONG SOCIAL ENTERPRISE
48	HONG KONG TRAVEL AND TOURISM TRAINING CENTRE LTD
49	HOPKINS EDUCATION CENTER
50	HORNINGTON SCHOOL
51	IN LEARNING CENTRE
52	INFORMATICS EDUCATION (HK) LIMITED
53	INSTITUTE FOR LEADERSHIP AND POTENTIAL DEVELOPMENT (HONG KONG) LIMITED
54	INTEGRAL SPIRITUAL PSYCHOLOGY TRAINING INSTITUTE LIMITED
55	INTERACTIVE EDUCATION (HK) LIMITED
56	INTER-PRO BEAUTY ARCHITECT SCHOOL LIMITED
57	JENNY BEAUTY COLLEGE
58	KAPLAN FINANCIAL (HK) LIMITED
59	KAPLAN HIGHER EDUCATION (HK) LIMITED
60	KAPLAN LANGUAGE CENTRE
61	KORNERSTONE LIMITED
62	LEO HAIR & BEAUTY TRAINING CENTRE
63	MARIA COLLEGE
64	ME ENGLISH LANGUAGE CENTRE
65	MIDLAND UNIVERSITY LIMITED
66	MODA
67	NIKKEI JAPANESE LANGUAGE SCHOOL
68	NLP ACADEMY LTD
69	OCCUPATIONAL SAFETY & HEALTH MANAGEMENT INSTITUTE
70	PASONA EDUCATION CO LIMITED
71	PETER F. DRUCKER ACADEMY LIMITED
72	PRIME ENGLISH LEARNING CENTRE
73	PROFESSIONAL SCHOOL OF ENNEAGRAM LIMITED
74	PROFESSIONAL TRAINING ASSOCIATION
75	RDI MANAGEMENT LEARNING LTD
76	REACHFUTURE
77	ROYAL BRISBANE INTERNATIONAL COLLEGE (HONG KONG)
78	ROYAL INTERNATIONAL COLLEGE
79	SAP HONG KONG CO LTD
80	SARA BEATTIE COLLEGE
81	SCOUT ASSOCIATION OF HONG KONG - EDUCATION CENTRE
82	SGS HONG KONG LTD
83	SHINE RAINBOW MARKETING LIMITED
84	SINO COLLEGE
85	SINO INSTITUTE OF CONTINUING EDUCATION LIMITED

	Name of course provider
86	SIX SIGMA INSTITUTE LTD
87	ST JAMES' SETTLEMENT CONTINUED EDUCATION CENTER
88	STAR CHEF MANAGEMENT SCHOOL
89	THE ASSOCIATION OF ELECTRICAL AND MECHANICAL ENGINEERING (HONG KONG) LIMITED
90	THE HONG KONG ASSOCIATION OF HAIR DESIGN
91	THE HONG KONG FEDERATION OF YOUTH GROUPS CONTINUOUS LEARNING CENTRE
92	THE HONG KONG MANAGEMENT ASSOCIATION
93	THE INVESTOPEDIA INSTITUTE OF HONG KONG LIMITED
94	THE LIFE UNDERWRITERS ASSOCIATION OF HONG KONG LIMITED
95	TOA LANGUAGE AND CULTURE SCHOOL
96	TOKYO UNIVERSE LANGUAGE EDUCATION CENTRE
97	TQM CONSULTANTS CO. LTD
98	UNISOFT EDUCATION CENTRE
99	WELKIN COMPUTER TRAINING
100	YMCA COLLEGE OF CAREERS
101	YMCA COLLEGE OF CONTINUING EDUCATION

**List of course providers inspected by the Office of the Continuing Education Fund in
2014-15
(as at 31 January 2015)**

	Name of course provider
1	ABRS MANAGEMENT AND TECHNOLOGY CENTER
2	ADVANCED CONTEMPORARY EDUCATION CENTRE
3	ALLIANCE FRANCAISE DE HONG KONG
4	ANTIPODEAN ENGLISH LANGUAGE SCHOOL (KOWLOON)
5	ASIAN GEMMOLOGICAL INSTITUTE & LABORATORY LIMITED
6	ASSOCIATION OF MANAGEMENT ACADEMICS LIMITED
7	ASTON INSTITUTE
8	BRIGHTEN YOUTH EDUCATION CENTRE
9	CARITAS BIANCHI COLLEGE OF CAREERS
10	CMM MONITA ACADEMY LIMITED
11	COMPUTER ACADEMY
12	COMPUTER POWER EDUCATION CENTER
13	FACTORPLUS INTERNATIONAL ACADEMY
14	FARIDA HAIR & BEAUTY EDUCATION CENTRE
15	FEVA WORKS IT EDUCATION CENTRE
16	FINANCE & ECONOMICS STUDIO
17	FIRST INSTITUTE OF ART AND DESIGN
18	FRENCH INSTITUTES BEAUTY ACADEMY
19	HKBHA ACADEMY
20	HONG KONG COMMUNICATION ART CENTRE
21	HONG KONG COMPUTER INSTITUTE
22	HONG KONG EFFECTIVE CAREERS INSTITUTE
23	HONG KONG EMPLOYMENT DEVELOPMENT SERVICE LIMITED
24	HONG KONG FILM ACADEMY LTD
25	HONG KONG M.C. ASSOCIATION LIMITED
26	HONG KONG MANAGEMENT ASSOCIATION COLLEGE OF FURTHER EDUCATION
27	HONG KONG PRODUCTIVITY COUNCIL
28	HONG KONG PROFESSIONAL PUTONGHUA SCHOOL
29	HONG KONG SCHOOL OF COMMERCE
30	HONG KONG SCHOOL OF DESIGN
31	HONG KONG SOCIAL ENTERPRISE
32	HOPKINS EDUCATION CENTER
33	HORNINGTON SCHOOL
34	INFORMATICS EDUCATION (HK) LIMITED
35	INSTITUTE FOR LEADERSHIP AND POTENTIAL DEVELOPMENT (HONG KONG) LIMITED
36	INTEGRAL SPIRITUAL PSYCHOLOGY TRAINING INSTITUTE LIMITED
37	INTER-PRO BEAUTY ARCHITECT SCHOOL LIMITED
38	JENNY BEAUTY COLLEGE
39	KAPLAN FINANCIAL (HK) LIMITED
40	KAPLAN HIGHER EDUCATION (HK) LIMITED

	Name of course provider
41	KORNERSTONE LIMITED
42	MARIA COLLEGE
43	ME ENGLISH LANGUAGE CENTRE
44	MIDLAND UNIVERSITY LIMITED
45	MODA
46	NIKKEI JAPANESE LANGUAGE SCHOOL
47	PASONA EDUCATION CO LIMITED
48	PETER F. DRUCKER ACADEMY LIMITED
49	PIVOT POINT COLLEGE...HONG KONG
50	PRIME ENGLISH LEARNING CENTRE
51	PROFESSIONAL TRAINING ASSOCIATION
52	RDI MANAGEMENT LEARNING LTD
53	REP EDUCATION CENTER
54	ROYAL BRISBANE INTERNATIONAL COLLEGE (HONG KONG)
55	ROYAL INTERNATIONAL COLLEGE
56	SARA BEATTIE COLLEGE
57	SGS HONG KONG LTD
58	SHINE RAINBOW MARKETING LIMITED
59	SINO COLLEGE
60	ST JAMES' SETTLEMENT CONTINUED EDUCATION CENTER
61	STAR CHEF MANAGEMENT SCHOOL
62	SUN WAH-PEARL LINUX AND DIGITAL FORENSICS LIMITED
63	THE ASSOCIATION OF ELECTRICAL AND MECHANICAL ENGINEERING (HONG KONG) LIMITED
64	THE HONG KONG ASSOCIATION OF HAIR DESIGN
65	THE HONG KONG FEDERATION OF TRADE UNIONS OCCUPATIONAL RETRAINING CENTER LIMITED
66	THE HONG KONG FEDERATION OF YOUTH GROUPS CONTINUOUS LEARNING CENTRE
67	THE HONG KONG MANAGEMENT ASSOCIATION
68	THE INVESTOPEDIA INSTITUTE OF HONG KONG LIMITED
69	THE LIFE UNDERWRITERS ASSOCIATION OF HONG KONG LIMITED
70	T-NAIL ACADEMY
71	TOKYO UNIVERSE LANGUAGE EDUCATION CENTRE
72	TOUCH UP PRODUCTION LTD.
73	UNISOFT EDUCATION CENTRE
74	WELKIN COMPUTER TRAINING
75	WELKIN PROFESSIONAL DEVELOPMENT & TRAINING
76	XIANGGANG PUTONGHUA YANXISHE
77	YMCA COLLEGE OF CAREERS
78	YMCA COLLEGE OF CONTINUING EDUCATION

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)140****(Question Serial No. 2904)**Head: (173) Working Family and Student Financial Assistance AgencySubhead (No. & title): (700) General non-recurrent
Item 508 Continuing Education FundProgramme: (1) Student Assistance SchemeControlling Officer: Head, Working Family and Student Financial Assistance Agency
(Mr Esmond LEE)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide this Committee with the following information:

The respective number of applications for the Continuing Education Fund (CEF), the total amount of fund disbursed, the average amount of fund disbursed for each application, the number of Hong Kong residents who have applied for the CEF and their age distribution; and the respective percentages of successful applications for the CEF in the past 5 years.

Asked by: Hon LEUNG Kenneth (Member Question No. 5.08)Reply:

The information sought is provided as follows -

The number of applicants, total amount of fund disbursed, average amount of fund disbursed for each successful application and percentage of successful applications under the CEF in the past 5 years (i.e. from 2010-11 to 2014-15) are given as follows –

	Year				
	2010-11	2011-12	2012-13	2013-14	2014-15 (as at 31 January 2015)
Number of applicants	46 292	42 638	40 673	35 880	27 658
Total amount of fund disbursed (\$ million)	322.0	247.4	218.0	196.3	144.9
Average amount of fund disbursed for each successful application (\$)	7,017	7,212	7,352	7,618	7,516

	Year				
	2010-11	2011-12	2012-13	2013-14	2014-15 (as at 31 January 2015)
Percentage of successful applications (%)	91.0	90.8	90.0	90.9	91.1

As at 31 January 2015, the Office of the Continuing Education Fund received 193 141 CEF applications in the past 5 years. The distribution of the 193 141 applicants by age group is given as follows –

	Age group ^{Note}					
	18 - 29	30 - 39	40 - 49	50 - 65	<18 or >65	total
Number of applicants (% of the total)	123 529 (64.0)	38 712 (20.0)	20 743 (10.7)	9 841 (5.1)	316 (0.2)	193 141

Note: Hong Kong residents aged between 18 and 65 are eligible to apply for the CEF subsidy.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)141

(Question Serial No. 5256)

Head: (90) Labour Department
Subhead (No. & title): (000) Operational expenses
Programme: (1) Labour Relations
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) In 2014-15, what were the details and the expenditure for publicising the newly enacted legislation on paternity leave (PL) for men? In 2015-16, what are the plans and estimated expenditure for publicity work on this front?
- (b) In 2014-15, did the Government conduct any study on seven-day PL for men? If yes, what were the expenditure involved and the work details? In 2015-16, will the Government commence a study on seven-day PL for men? If yes, what are the details and estimated expenditure on the study?

Asked by: Hon CHAN Ka-lok, Kenneth (Member Question No. 500)

Reply:

The information sought is provided as follows:

- (a) To tie in with the implementation of statutory PL, the Labour Department (LD) has launched extensive publicity and promotional activities since February 2015 to enhance the awareness and understanding of this new statutory employment benefit among employers, employees and related parties. The publicity activities in 2014-15 included: broadcasting Announcements in the Public Interest through radio; widely distributing leaflets; displaying posters at various locations; conveying relevant messages through LD's homepage; organising briefings for the public; staging roving exhibitions in different districts; publishing feature articles in newspapers; and placing advertisements in the public transportation network. The expenditure for organising the above publicity and promotional activities was about \$170,000.

In 2015-16, apart from continuing its publicity efforts in promoting PL through radio, leaflets, posters, LD's homepage, briefings and roving exhibitions, LD will further disseminate relevant messages to employers and employees through advertisements in periodical journals of major employers' associations and trade union federations and in

other media. The information will also be promoted through employers' network of nine industry-based Tripartite Committees and 18 Human Resources Managers' Clubs covering various trades and industries. The estimated expenditure for organising the above publicity and promotional activities is about \$400,000.

- (b) The Government introduced the Employment (Amendment) Bill 2014 into the Legislative Council (LegCo) in March 2014 to provide paid PL for male employees. During the scrutiny of the Bill by the relevant Bills Committee of LegCo, LD followed up on the views and recommendations put forth by the Bills Committee, including whether the duration of PL should be set at seven days. As the work was undertaken by existing staff of LD among their other duties, the manpower and staff cost involved could not be separately identified.

Statutory PL has just been implemented on 27 February 2015. LD will review the implementation of the legislation on statutory PL one year after its coming into operation. The Government has no plan to commence other studies on PL before conducting the review.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 5257)

Head: (90) Labour Department
Subhead (No. & title): (000) Operational expenses
Programme: (1) Labour Relations
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) In 2014/15, did the Government conduct any study on the need to encourage elderly employment in order to maintain the labour market population and the employment rate? If yes, what were the expenditure involved and the results of the study?
- (b) In 2014/15, did the Government conduct any study on building an elderly-friendly work environment in government departments? If yes, what were the expenditure involved and the results of the study?

Asked by: Hon CHAN Ka-lok, Kenneth (Member Question No. 501)

Reply:

The information sought is provided as follows:

- (a) Based on the policy objectives and strategies recommended by the Steering Committee on Population Policy (SCPP), the Government last year formulated and co-ordinated a series of practical and concrete measures for inclusion in the 2015 Policy Address and the policies of relevant policy bureaux to address the stiff challenges faced by Hong Kong, such as an ageing population, a declining labour force, etc. One of the major strategies is to draw more elderly persons into the labour market. The study on population policy is an on-going effort of relevant policy bureaux/government departments, and no additional expenditure is involved.
- (b) SCPP did not conduct any study on building an elderly-friendly work environment in government departments. As announced in the 2015 Policy Address, the Government will strengthen the training and employment support for elderly persons and introduce measures to encourage employers to engage elderly persons, and build an elderly-friendly work environment and adopt good people management practices.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)143

(Question Serial No. 5258)

Head: (90) Labour Department
Subhead (No. & title): (000) Operational expenses
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare

Question:

Has the Government assessed the average expenditure per case if a full range of free employment assistance and recruitment services was provided in 2014-15? What is the estimated expenditure on the above work in 2015-16?

Asked by: Hon CHAN Ka-lok, Kenneth (Member Question No. 502)

Reply:

Job centres of the Labour Department (LD) provide diversified employment services such as job referrals, employment briefings, personalised employment advisory service, and deliver various specialised employment programmes to help job seekers find work. They also provide various facilities such as vacancy search terminals, computers equipped with resume-writing software and internet connection, telephones, facsimile machines and resource corners to facilitate job search by the public. District-based job fairs are organised regularly in each job centre to help speed up the recruitment process of employers and facilitate job seekers to attend job interviews on the spot. All job seekers can use the services and facilities provided in the job centres for free. LD does not keep statistics on the total number of people using the employment and recruitment services and cannot provide the cost per case. In 2015-16, the estimated expenditure (excluding staff cost) for operating the 13 job centres is about \$10.7 million.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 5260)

Head: (90) Labour Department
Subhead (No. & title): (000) Operational expenses
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Will the Government consider establishing recruitment centres for industries other than the construction industry? If yes, what are the work plan and estimated expenditure? What was the expenditure on the construction industry recruitment centre in 2014-15?
- (b) With the establishment of a recruitment centre for the construction industry, how many additional local construction workers are expected to be recruited each year? What is the estimated expenditure for each case on average?

Asked by: Hon CHAN Ka-lok, Kenneth (Member Question No. 504)

Reply:

The information sought is provided as follows:

- (a) & (b) The Labour Department (LD) has already set up the Recruitment Centre for the Catering Industry and the Recruitment Centre for the Retail Industry to provide free recruitment and employment services for employers and job seekers of the catering and retail industries. Apart from the proposed Construction Industry Recruitment Centre ("Centre"), LD at present has no plan to establish recruitment centres for other industries.

LD, in collaboration with relevant government departments, has actively embarked on the preparatory work, including identifying a suitable location, etc., for the Centre. The initial target is to commission the Centre in the second half of 2015-16.

LD will from 2015-16 create 12 posts for the Centre for five years. The annual staff cost is about \$5.6 million. The service targets of the Centre are local job seekers who wish to join the construction industry and local workers who intend to change jobs within the industry. As the number of users will be affected by

the number/scale of construction projects and the prevailing labour market situation, the number of service users, caseload or estimated expenditure for each case cannot be estimated at this stage.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 5410)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in paragraph 139 of the Budget that the Government encourages employers to introduce more flexible working arrangements and hopes they would allow employees to work from home, or offer part-time and job sharing alternatives, to enable more people with family commitments to join the workforce. In this respect, will the Government also consider the needs of persons with disabilities and encourage employers to provide reasonable facilitating arrangements when employing persons with disabilities?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 78)

Reply:

The Government has all along been paying close attention to the employment situation of persons with disabilities, and encouraging employers of various industries to offer them more employment opportunities. The Labour Department (LD) often organises various public educational and promotional activities, including periodical newsletters, newspaper supplements and videos, to publicise successful employment cases to employers so as to help employers better understand how to communicate and get along with persons with disabilities, as well as the measures to support them at work. LD also strives to assist employers to understand the special needs of employees with different categories of disabilities, and encourages employers to provide suitable job openings for persons with disabilities and, based on the situation of individual cases, adopt appropriate facilitating measures to accommodate their needs so as to help them integrate into the working environment and enhance their work efficiency, thereby building an inclusive workplace.

In addition, the Social Welfare Department (SWD) will continue to implement the Support Programme for Employees with Disabilities which provides employers with a one-off subsidy in respect of each employee with disabilities for procurement of assistive devices and/or workplace modifications. Employers are offered subsidy of up to \$20,000 for each employee with disabilities. SWD has also implemented enhancement measures which

include raising the maximum level of subsidy up to \$40,000 for procurement of single item of assistive device and its essential accessories for deserving cases.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)146

(Question Serial No. 5781)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Work Experience and Training Scheme (YWETS), please provide the respective expenditure and unit cost of the following items in the past five years: training allowance granted to employers, reimbursement of course and examination fees to trainees, and case management and training fees paid to training bodies.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 154)

Reply:

In September 2009, the Labour Department (LD) enhanced and integrated YWETS with the Youth Pre-employment Training Programme to become the “through-train” Youth Employment and Training Programme (YETP). YETP offers comprehensive pre-employment and on-the-job training to young people aged 15 to 24 with educational attainment at sub-degree level or below.

The training allowance granted to employers, reimbursement of course and examination fees to trainees, and case management and training fees paid to service providers from 2010-11 to 2014-15 are set out below:

	2010-11	2011-12	2012-13	2013-14	2014-15 (up to end February 2015)
On-the-job training allowance granted to employers	\$40.6 million	\$38.9 million	\$30.4 million	\$31.4 million	\$42 million
Reimbursement of course and examination fees to trainees	\$700,000	\$700,000	\$300,000	\$200,000	\$100,000
Case management service fees and pre-employment	\$36.9 million	\$23.4 million	\$21 million	\$19.6 million	\$12.2 million

	2010-11	2011-12	2012-13	2013-14	2014-15 (up to end February 2015)
training course fees paid to service providers					

For employers providing on-the-job training to trainees of YETP, they are entitled to a maximum training allowance of \$3,000 per month per trainee. The allowance payable to the employers varies with the duration of the on-the-job training period which ranges from six to 12 months depending on the training contents of the posts offered. For trainees undergoing on-the-job training, they are each entitled to reimbursement of course and examination fees up to \$4,000 for attending relevant off-the-job training courses. Trainees may flexibly choose to receive various employment support services and attend the pre-employment training courses in accordance with their interests and employment needs. Since the trainees may participate in different activities of YETP and the duration of their participation varies greatly, LD does not have information on the unit cost of case management service and the pre-employment training cost per trainee.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)147

(Question Serial No. 5782)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Employment Programme for the Middle-aged (EPM), please provide the following information for each year since its inception:

- (a) The amount of allowance granted to employers and the number of cases (with a breakdown by industry);
- (b) The administrative costs incurred; and
- (c) Has the effectiveness of EPM been reviewed?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 155)

Reply:

The information sought is provided as follows:

- (a) The amount of training allowance granted in each financial year since the inception of EPM in May 2003 is provided below:

Year	Amount (\$million)
2003-04	1.9
2004-05	4.1
2005-06	10.2
2006-07	9.1
2007-08	8.6
2008-09	6.0
2009-10	4.6
2010-11	4.0
2011-12	3.0

Year	Amount (\$million)
2012-13	2.5
2013-14	3.3
2014-15 (up to end-February)	3.8

The Labour Department (LD) does not have a breakdown of placements under EPM by industry prior to 2006.

A breakdown of the placements secured under EPM by industry since 2006 is as follows:

Industry	No. of placements								
	Year 2006	Year 2007	Year 2008	Year 2009	Year 2010	Year 2011	Year 2012	Year 2013	Year 2014
Real estate and business services	2 510	2 014	1 383	884	926	676	540	579	684
Community, social and personal services	2 234	1 902	1 243	557	503	463	497	468	385
Manufacturing	1 210	1 204	868	499	494	403	318	275	288
Wholesale and retail	801	701	557	494	454	347	296	400	460
Import and export trades	639	539	473	422	437	316	184	142	105
Restaurants and hotels	558	530	471	303	284	168	155	317	320
Construction	501	505	312	241	189	100	135	72	76
Transport, storage and communications	285	253	311	181	186	85	91	102	84
Others	996	834	637	426	457	276	284	207	162
Total	9 734	8 482	6 255	4 007	3 930	2 834	2 500	2 562	2 564

- (b) EPM is implemented by staff of various job centres among their other duties. The manpower and administration cost involved cannot be separately identified.
- (c) LD conducts surveys regularly to find out the retention status of job seekers placed into employment under EPM. According to the survey conducted in October 2014, about 77% of the cases were able to achieve a retention period of four months or above and 64% stayed in employment for six months or more.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 6248)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding employees who work for their employers for less than four weeks continuously and/or do not work at least 18 hours per week, and those engaged under short-term contracts of less than three months (generally referred to as casual workers),

- (a) please provide a breakdown of the following figures by employment contracts of short duration, short working hours and less than three months:
- (i) ethnic minorities;
 - (ii) new arrivals with less than seven years' residence;
 - (iii) family carers;
 - (iv) single parents;
 - (v) persons with disabilities and/or those receiving disability allowance;
 - (vi) employees working across districts and the percentage share of their travelling expenses to their income;
 - (vii) number of children in their household;
 - (viii) percentage share of their income to their household income;
 - (ix) percentage of those living in public housing estates, rental housing and self-owned properties;
 - (x) those with their family receiving Comprehensive Social Security Assistance;
 - (xi) those without making Mandatory Provident Fund contribution; and

- (xii) the amount of loans approved to casual workers with post-secondary degrees and their average amount of debts; and
- (b) if the information requested in (a) is not available, will the Government consider studying the above-mentioned characteristics of casual workers for a more comprehensive analysis?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 595)

Reply:

Both the Labour Department and the Census and Statistics Department do not have the data requested in (a) above. The Government will continue to review the need for collecting various data from time to time.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 6705)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

In paragraph 136 of the Budget, the Financial Secretary said he would “allocate \$130 million to strengthen child care services, thus providing support for women to achieve a work-family balance. This year, we shall extend the coverage of on-the-job training allowance under the Employment Programme for the Middle-aged (EPM) to encourage the employment of older persons to take up part-time jobs. The Employees Retraining Board (ERB) will also focus on providing training for older persons, among other target groups, and help them re-join the job market”:

- (a) How will the provision of \$130 million be used? Will the number of child care centres be increased and the service hours extended?
- (b) Will courses under EPM be organised in collaboration with other institutions? If yes, what type of institutions will they be? On what criteria will the courses be developed? If no, how will the training courses be expanded?

Asked by: Hon CHEUNG Kwok-che (Member Question No. 593)

Reply:

The information sought is provided as follows:

- (a) The Government will allocate \$130 million to enhance child care services, thus supporting women to achieve a work-family balance. The items and estimated full-year expenditure involved are as follows:
 - (1) Provide in phases about 5 000 additional places of Extended Hours Service at aided child care centres and kindergarten-cum-child care centres in districts with high demand from 2015-16 onwards so that more pre-primary children in need (aged below six) can continue to receive extended hours of service in the same

service units that they are attending, with a view to alleviating the pressure on their working parents;

- (2) Provide resources for aided standalone child care centres and units providing Occasional Child Care Service and Extended Hours Service from 2015-16 onwards, so as to enhance supervisory and administrative support; and
 - (3) Provide about 100 additional aided long full-day child care places for children aged below three from 2017-18 onwards.
- (b) The objective of EPM is to encourage eligible employers, through the provision of training allowance, to engage unemployed persons aged 40 or above in full-time jobs and provide them with on-the-job training. To attract elderly persons and retirees to return to the job market or stay longer in the labour force, LD will extend EPM to part-time jobs in the second half of 2015 to encourage employers to provide more suitable part-time employment opportunities to middle-aged and elderly persons. According to EPM, employers are required to arrange on-the-job training for employees engaged under the programme. LD will continue to liaise closely with institutions which organise a wide range of vocational training courses, such as ERB and the Vocational Training Council, and provide relevant information on the employment needs of elderly job seekers for the reference of these institutions in offering courses.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)150****(Question Serial No. 6872)**

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the number of employees with disabilities undergoing productivity assessment of employees with disabilities under the Statutory Minimum Wage (SMW) regime in the past three years (with a breakdown by type of disability)? What was the number of approved assessors conducting the above assessments? What was the number of assessments conducted? What were the assessment results (with a breakdown of cases by degree of productivity) after the above assessments were completed?

Asked by: Hon CHEUNG Kwok-che (Member Question No. 698)

Reply:

The number of employees with disabilities who completed productivity assessment under the SMW regime, the number of approved assessors conducting these assessments and the number of assessments conducted in the past three years are provided as follows:

	2012	2013	2014
No. of employees with disabilities*	107	68	70
No. of approved assessors*	74	45	53
No. of assessments	110	69	74

* Some employees/assessors involved more than one assessment.

A breakdown of the above number of employees by type of disability is provided as follows:

Type of disability	No. of employees [^]		
	2012	2013	2014
Intellectual disability	69	52	41
Mental illness	28	12	21
Autism	6	12	5

Type of disability	No. of employees [^]		
	2012	2013	2014
Speech impairment	6	5	2
Physical disability	6	2	5
Hearing impairment	5	2	1
Visceral disability/chronic illness	3	-	5
Attention deficit/hyperactivity disorder	1	1	-
Specific learning difficulties	1	1	-
Visual impairment	1	-	1

[^] Some employees involved more than one type of disability.

A breakdown of the above number of assessments by degree of productivity in the assessment results is provided as follows:

Degree of productivity	No. of assessments		
	2012	2013	2014
50% or below	5	2	1
Above 50% - 60%	24	7	11
Above 60% - 70%	29	27	14
Above 70% - 80%	25	21	24
Above 80% - 90%	21	11	16
Above 90% - 100%	6	1	8
Total	110	69	74

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)151

(Question Serial No. 6882)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Will the pilot project "Employment Services Ambassador Programme for Ethnic Minorities" launched by the Labour Department (LD) in 2014-15 be extended or become an ongoing service? What is the amount of resources to be allocated for this pilot project in 2015-16? Will more ethnic minority young people be employed in districts with relatively high minority populations?

Asked by: Hon CHEUNG Kwok-che (Member Question No. 809)

Reply:

To further strengthen the employment services for ethnic minorities, LD launched in September 2014 a pilot "Employment Services Ambassador Programme for Ethnic Minorities" under which 15 ethnic minority trainees of the Youth Employment and Training Programme were employed as employment services ambassadors in LD's job centres for six months. As the initial response to the pilot project has been positive, LD launched phase two of the project in March 2015 and employed another batch of more than ten ethnic minority trainees. These trainees were assigned to serve in the job centres of various districts. The estimated expenditure of the pilot project in 2015-16 is about \$1.65 million. LD will consider the way forward of the project in light of the actual operating experience and review findings.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)152****(Question Serial No. 6883)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

To enhance equal employment opportunities for ethnic minorities, will the Labour Department (LD) provide the following measures in the coming year?

Measures	Resources allocated (\$)	One-off/ recurrent grant	Recruitment of ethnic minorities	District	Performance indicators
Translating recruitment advertisements into English					
Setting up special counters for ethnic minorities					
Organising tailor-made employment briefings for ethnic minorities					
Providing simultaneous interpretation during employment advisory meetings					
Encouraging employers to hire ethnic minorities and provide training					
Others (please specify)					

Asked by: Hon CHEUNG Kwok-che (Member Question No. 810)

Reply:

LD releases information of job vacancies through a network of 13 job centres in various districts, two industry-based recruitment centres, the Telephone Employment Service Centre, the “Interactive Employment Service” website and vacancy search terminals installed at various locations across the territory for all job seekers. LD endeavours to translate essential information of all job vacancies for display in both Chinese and English to facilitate ethnic minority job seekers. Ethnic minority job seekers are also welcome to visit LD’s job centres or call the Telephone Employment Service Hotline to enquire about the details of the vacancies where necessary. LD staff will provide service in both Chinese and English.

Special counters have been set up at all job centres in various districts to provide job referral services to ethnic minority job seekers. Tailor-made employment briefings are also arranged once every month at each job centre for ethnic minority job seekers to help them better understand the local labour market situation and improve job search skills. Ethnic minority job seekers may also meet the employment advisors in job centres to obtain job search advice and information on training/retraining courses, and/or to receive career aptitude assessment as appropriate. Those who have difficulties in finding jobs are encouraged to participate in employment programmes to enhance their employability.

In 2015-16, LD will continue to canvass vacancies suitable for ethnic minority job seekers, and organise two large-scale and 12 district-based inclusive job fairs to help the ethnic minorities find work. In inviting employers to participate in the job fairs, LD will specifically request employers to provide vacancies suitable for ethnic minorities to apply and encourage employers to hire them.

Whenever there is a need, arrangements will be made with relevant non-governmental organisations to provide free interpretation services to ethnic minority job seekers for obtaining employment support services, including personalised employment advisory service at job centres, and for participating in inclusive job fairs. All the above services are essentially demand-led and the performance indicators will include the quantity and quality of the services provided.

Furthermore, to strengthen the employment services for ethnic minorities, LD launched a pilot “Employment Services Ambassador Programme for Ethnic Minorities” in September 2014. The first batch of 15 ethnic minority trainees of the Youth Employment and Training Programme were employed as employment services ambassadors for six months and assigned to serve at LD’s job centres. As the initial response to the pilot project has been positive, LD launched phase two of the project in March 2015.

In 2015-16, the estimated expenditure for staging two large-scale inclusive job fairs is \$480,000 while that for the “Employment Services Ambassador Programme for Ethnic Minorities” is about \$1.65 million. The expenditure for other employment support services set out above (including the district-based inclusive job fairs) will be absorbed within the recurrent operating costs of LD and cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 6892)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the extension of the coverage of the Employment Programme for the Middle-aged (EPM), what is the actual amount of on-the-job training allowance granted?

What are the specific details for encouraging the employment of elderly persons to take up part-time jobs? What is the performance target?

What is the funding agreement for the Employment Retraining Board (ERB) to use resources to help elderly persons re-join the job market?

Asked by: Hon CHEUNG Kwok-che (Member Question No. 818)

Reply:

To attract elderly persons and retirees to return to the job market or stay longer in the labour force, EPM will be extended to part-time jobs in the second half of 2015 to encourage employers to provide more suitable part-time employment opportunities to middle-aged and elderly persons aged 40 or above. The amount of on-the-job training allowance applicable to part-time jobs will be equivalent to 25% of the monthly salary paid to employees, up to \$3,000 per month, for a period of three to six months, depending on the nature, skill requirement and training need of individual posts. EPM has earmarked about \$4.5 million for implementing this new measure in 2015-16, which is expected to involve 500 part-time employees.

ERB provides more than 800 training courses to eligible employees aged 15 or above with educational attainment at sub-degree level or below. Elderly persons meeting the admission requirements may enrol in suitable training courses according to their career aspirations and training needs. ERB will launch in 2015-16 a course titled "Foundation Certificate in Workplace Re-entry" for middle-aged and elderly persons to equip the trainees to return to the job market.

Employers engaging middle-aged and elderly trainees who have completed the relevant retraining courses may also apply for the allowance under EPM provided that the requirements of EPM are met.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)154****(Question Serial No. 6895)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

(a) Please provide the following figures:

	2008	2009	2010	2011	2012	2013	2014
Total number of new arrivals							
Number of new arrivals under the age of 18							
Number of new arrivals over the age of 60							
Number of new arrivals in labour force							
Number of new arrivals in employment							
Number of unemployed new arrivals							
Unemployment rate of new arrivals							
Median wage from main employment of new arrivals in employment							
Average wage of new arrivals in employment							

Note: The above new arrivals refer to persons from the Mainland who have resided in Hong Kong for less than seven years.

(b) What are the existing employment support measures for new arrivals?

Asked by: Hon CHEUNG Kwok-che (Member Question No. 821)

Reply:

The information sought is provided as follows:

- (a) Based on the results of the 2011 Population Census conducted by the Census and Statistics Department (C&SD), statistics on new arrivals from the Mainland having resided in Hong Kong for less than seven years in 2011 are provided below. Statistics for other years are not available.

	2011
Total number of new arrivals	171 322
Number of new arrivals under the age of 18	44 922
Number of new arrivals over the age of 60	4 864
Number of new arrivals in labour force	65 545
Number of new arrivals in employment	59 689
Number of unemployed new arrivals	Not available
Unemployment rate of new arrivals	
Median monthly income from main employment of new arrivals in employment	\$7,500
Average wage of new arrivals in employment	Not available

- (b) The Labour Department (LD) provides diversified free employment services through a network of 13 job centres, two industry-based recruitment centres, the Telephone Employment Service Centre, the Interactive Employment Service website and vacancy search terminals installed at various locations across the territory for all job seekers, including new arrivals, to help them find work. In addition to the above employment services and facilities available for new arrival job seekers, special counters are set up in all LD job centres to provide them with job referral services. Resource corners are also set up in the job centres, and regular tailor-made employment briefings are organised to provide employment information to help them better understand the local labour market situation and improve job search skills. New arrival job seekers may also meet the employment advisors in job centres to obtain job search advice and information on training/retraining courses, and/or to receive career aptitude assessment as appropriate. Those who have difficulties in finding jobs are encouraged to participate in various employment programmes to enhance their employability. In 2015-16, LD will continue to strengthen collaboration with non-governmental organisations providing services to new arrivals and encourage these organisations to refer the new arrivals with employment needs to LD for employment services at job centres. At the same time, LD will also continue to proactively promote large-scale and district-based job fairs to new arrival job seekers and encourage their participation so as to increase their employment opportunities.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)155****(Question Serial No. 3803)**

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

In the past five years,

- (a) how many job seekers provided with employment services by the Labour Department (LD) were Mainland new arrivals having resided in Hong Kong for less than seven years, and how many of them have secured placements?
- (b) what was the expenditure involved in handling such cases, and what is the estimated expenditure for this year?
- (c) what was the number of cases in which the job seekers switched to apply for Comprehensive Social Security Assistance (CSSA) after failing to secure placements each year? Please provide the figures in the table below.

Year	No. of cases

Asked by: Hon FAN Kwok-wai, Gary (Member Question No. 12)

Reply:

The information sought is provided as follows:

- (a) Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies at LD. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Job seekers who found work through direct application are not required to report their placements to LD. Therefore, LD does not have the figures of new arrivals from the Mainland who have secured employment through direct application. The number of new arrivals from the Mainland who have resided in Hong Kong for less than seven years and registered with LD for employment services, and the number of

placements secured for them through LD's referral services from 2010 to 2014 are provided below:

Year	No. of job seekers	No. of placements
2010*	9 941	-
2011	7 773	1 148
2012	8 354	1 082
2013	6 724	1 060
2014	5 333	995

* LD does not keep separate statistics on the placements secured for new arrivals in 2010.

- (b) The employment support services for new arrival job seekers are provided as part of LD's employment services, and the expenditure involved is absorbed within the operating expenses of LD. LD does not have a separate breakdown of the expenditure involved.
- (c) Registered job seekers are not required to report to LD whether they have applied for CSSA. Therefore, LD does not have information on registered job seekers who have switched to apply for CSSA.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)156****(Question Serial No. 6165)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (1) Labour RelationsControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Provision for 2015-16 is \$8.5 million (5.7%) higher than the revised estimate for 2014-15. This is mainly due to increased operating expenses, an increase of three posts, filling of vacancies and salary increments for staff. Please provide the amount of increased operating expenses and the percentage share in the total expenditure, the titles of the three posts to be created and the related pay arrangements, as well as the salary increments and incremental percentages for staff.

Asked by: Hon KWOK Ka-ki (Member Question No. 269)Reply:

Provision under this Programme for 2015-16 is \$8.5 million (5.7%) higher than the revised estimate for 2014-15. The major items, amounts and percentages involved are tabulated as follows:

Item	Amount of additional provision (\$million)	Percentage share in the increase in total expenditure for the Programme
Filling of vacancies	3.4	40.0%
Increase of three posts	1.5	17.7%
Salary increments for staff	1.2	14.1%
Increased operating expenses	2.4	28.2%
Total	8.5	100%

The ranks and salary ranges of the three posts to be created are as follows:

Rank	No. of posts	Salary range (monthly)
Assistant Labour Officer I	1	\$47,280-\$59,485
Assistant Labour Officer II	2	\$24,380-\$45,150
Total	3	

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 6167)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the relevant information, plans, estimated funding requirement and expected effectiveness in respect of promoting elderly-friendly work environment and encouraging elderly employment.

Asked by: Hon KWOK Ka-ki (Member Question No. 271)

Reply:

The Labour Department (LD) provides a comprehensive range of employment services free of charge for job seekers (including elderly persons). Currently, special counters are set up in all LD job centres to provide priority registration and job referral services for elderly job seekers aged 50 or above. These job centres also provide personalised employment advisory service. Job seekers (including elderly persons) may meet the employment advisors in the centres to obtain employment market information and job search advice. The employment advisors will also help job seekers participate in LD's employment programmes to enhance their employability.

LD will implement a series of measures in 2015-16 to enhance employment support for elderly persons and encourage more of them to re-join the employment market. These measures include organising employment briefings that serve the needs of elderly job seekers to assist them in better understanding the latest situation of the employment market and improving their job search skills; setting up a dedicated webpage for elderly persons under the "Interactive Employment Service" website and enhancing the functions of the vacancy search terminals to facilitate their access to employment information and looking for vacancies; strengthening the liaison and cooperation with the non-governmental organisations serving elderly persons to promote LD's employment services and special employment projects through the organisations and refer elderly persons having employment needs to LD's services; and organising large-scale thematic job fairs for elderly persons and experience sharing sessions on elderly employment for employers to increase the employment opportunities of elderly persons and encourage employers to hire them.

The expenditure for the work mentioned above will be absorbed within the operating cost of LD and cannot be separately identified.

Furthermore, to attract elderly persons and retirees to re-join the employment market or stay longer in the labour force, LD will extend the Employment Programme for the Middle-aged (EPM) to part-time jobs in the second half of 2015 to encourage employers to provide more suitable part-time employment opportunities to middle-aged and elderly persons aged 40 or above. EPM has earmarked about \$4.5 million for implementing this new measure in 2015-16, which is expected to involve 500 part-time employees.

On the promotion of a friendly working environment for elderly persons, LD will encourage employers to adopt friendly employment practices for elderly persons at workplaces, having regard to the individual circumstances of their companies through various publicity channels and a wide range of educational and promotional activities, which include staging roving exhibitions in various districts throughout the territory, publishing a series of news supplements on enterprises to share their successful experiences in actively engaging elderly persons, issuing publications for wide distribution, broadcasting Announcements in the Public Interest and publicising relevant messages through different employers' networks, with a view to encouraging mature persons to stay in or return to the employment market. The estimated expenditure for promoting friendly employment practices for elderly persons in 2015-16 is about \$400,000. LD will collect feedback from various stakeholders from time to time to help assess the effectiveness of its promotional work and will adjust the promotional strategy accordingly.

In addition, the Employees Retraining Board (ERB) provides more than 800 training courses to eligible employees aged 15 or above with educational attainment at sub-degree level or below. Elderly persons meeting the admission requirements may enrol in suitable training courses according to their career aspirations and training needs. In 2015-16, ERB will conduct a market research to understand the views of elderly persons or retired persons on continued employment as well as employers' opinions on hiring elderly or retired persons. The expenditure involved is about \$500,000. Furthermore, ERB will launch in the second quarter of 2015-16 a course titled "Foundation Certificate in Workplace Re-entry" for middle-aged and elderly persons to equip the trainees to return to the job market. At the pilot stage, the course will provide 50 training places and the training expenditure involved is about \$300,000.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)158

(Question Serial No. 6168)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) will establish a construction industry recruitment centre in 2015-16. Please state the proposed site, estimated provision to be sought (including construction cost, staff remuneration and daily expenses of the centre) and expected effectiveness of the centre.

Asked by: Hon KWOK Ka-ki (Member Question No. 272)

Reply:

LD, in collaboration with relevant government departments, has actively embarked on the preparatory work, including identifying a suitable location, etc., for the Construction Industry Recruitment Centre ("Centre"). The initial target is to commission the Centre in the second half of 2015-16. LD will closely monitor the operation of the Centre and keep in view the employment market situation, number of job seekers registered and successful placements so as to assess the effectiveness of the Centre.

LD will from 2015-16 create 12 posts for the Centre for five years. The annual staff cost is about \$5.6 million. As LD is still carrying out the preparatory work and identifying a suitable location for the Centre, the construction cost and daily expenses of the Centre cannot be precisely estimated at this stage.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)159****(Question Serial No. 6170)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Provision for 2015-16 is \$93.4 million (10.8%) higher than the revised estimate for 2014-15. This is mainly due to increased expenditure on employment programmes, increased non-recurrent cash flow requirement for meeting the expenditure of the Work Incentive Transport Subsidy (WITS) Scheme, an increase of 52 posts, filling of vacancies and salary increments for staff. Please provide separate figures for the increased expenditure on individual employment programmes and the percentage share in the total expenditure, the increased non-recurrent cash flow, the titles of the 52 posts to be created and the related pay arrangements, as well as the salary increments and incremental percentages for staff.

Asked by: Hon KWOK Ka-ki (Member Question No. 274)Reply:

Provision under this Programme for 2015-16 is \$93.4 million (10.8%) higher than the revised estimate for 2014-15. The major items, amounts and percentages involved are tabulated as follows:

Item		Amount of additional provision (\$million)	Percentage share in the increase in total expenditure for the Programme
Employment programmes	Youth Employment and Training Programme	37.8	40.5%
	Employment Programme for the Middle-aged	3.6	3.9%
	Special Employment Project for Vulnerable Youths	3.5	3.7%
Increased non-recurrent cash flow for meeting expenditure of the WITS Scheme		8.4	9.0%

Item	Amount of additional provision (\$million)	Percentage share in the increase in total expenditure for the Programme
Increase of 52 posts	19.9	21.3%
Filling of vacancies	13.5	14.4%
Salary increments for staff	5.4	5.8%
Increased operating expenses	1.3	1.4%
Total	93.4	100%

The ranks and salary ranges of the 52 posts to be created are as follows:

Rank	No. of posts	Salary range (monthly)
Senior Labour Officer	1	\$94,905 - \$109,340
Labour Officer	4	\$60,690 - \$91,590
Assistant Labour Officer I	3	\$47,280 - \$59,485
Assistant Labour Officer II	18	\$24,380 - \$45,150
Clerical Officer	1	\$26,895 - \$34,305
Assistant Clerical Officer	17	\$12,540 - \$25,600
Clerical Assistant	7	\$11,060 - \$19,410
Workman II	1	\$11,055 - \$13,035
Total	52	

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)160****(Question Serial No. 6171)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (3) Safety and Health at WorkControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Provision for 2015-16 is \$16.8 million (3.9%) higher than the revised estimate for 2014-15. This is mainly due to increased operating expenses, an increase of nine posts, filling of vacancies and salary increments for staff. Please provide the amount of increased operating expenses and the percentage share in the total expenditure, the titles of the nine posts to be created and the related pay arrangements, as well as the salary increments and incremental percentages for staff.

Asked by: Hon KWOK Ka-ki (Member Question No. 275)Reply:

Provision under this Programme for 2015-16 is \$16.8 million (3.9%) higher than the revised estimate for 2014-15. The major items, amounts and percentages involved are tabulated as follows:

Item	Amount of additional provision (\$million)	Percentage share in the increase in total expenditure for the Programme
Filling of vacancies	12.1	72.0%
An increase of nine posts	2.7	16.1%
Salary increments for staff	0.2	1.2%
Increased operating expenses	1.8	10.7%
Total	16.8	100%

The ranks and salary ranges of the nine posts to be created are as follows:

Rank	No. of posts	Salary range (monthly)
Occupational Hygienist	1	\$45,150-\$91,590
Supplies Officer	1	\$45,150-\$59,485

Rank	No. of posts	Salary range (monthly)
Clerical Assistant	7	\$11,060-\$19,410
Total	9	

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)161

(Question Serial No. 6172)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the relevant information, plans as well as estimated funding and manpower requirement for launching safety enhancement initiatives.

Asked by: Hon KWOK Ka-ki (Member Question No. 276)

Reply:

The Labour Department (LD) has been adopting a multi-pronged strategy to enhance work safety in various industries through legislation and enforcement, training and education, and publicity and promotion. LD will continue to step up inspections to workplaces and launch special enforcement operations targeting high-risk processes such as work-at-height, lifting operations and electrical work. LD will also step up its publicity and education efforts by organising occupational safety seminars and roving exhibitions, and raise the safety awareness of employers and employees by broadcasting new radio and television Announcements in the Public Interest on work-at-height safety. As the prevention of industrial accidents through enforcement, promotion and education, etc. is an integral part of LD's ongoing work on occupational safety and health, the expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 6174)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the relevant information, venues as well as estimated funding and manpower requirement for launching large-scale promotional programmes.

Asked by: Hon KWOK Ka-ki (Member Question No. 278)

Reply:

The Labour Department (LD) will continue to launch large-scale promotional programmes targeted at the construction and catering industries as the construction industry records the highest number of fatalities, while the catering industry accounts for the largest number of accidents. In 2015-16, LD will continue to launch two large-scale territory-wide promotional programmes, namely the Construction Industry Safety Award Scheme and Catering Industry Safety Award Scheme, featuring safety competitions in construction sites and restaurants, safety quizzes, roving exhibitions, promotional visits, television and radio Announcements in the Public Interest, radio programmes, fun days and award presentation ceremonies to enhance the occupational safety and health awareness of employers and employees in the construction and catering industries. Successful experience and good practices of the industries will be recorded on compact discs for distribution to construction sites and restaurants and for broadcast through mobile media.

The estimated expenditure for the construction and catering promotional programmes is about \$2.3 million and \$1.8 million respectively, to be shared between LD and other co-organisers (such as the Occupational Safety and Health Council and relevant trade associations). The estimated commitment of LD is \$660,000 and \$610,000 respectively. The promotional programmes on occupational safety and health are an integral part of LD's ongoing work, and the manpower involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)163****(Question Serial No. 6175)**

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (4) Employees' Rights and Benefits
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare

Question:

Provision for 2015-16 is \$19.3 million (5.8%) higher than the revised estimate for 2014-15. This is mainly due to increased operating expenses, an increase of 11 posts, filling of vacancies and salary increments for staff. Please provide the amount of increased operating expenses and the percentage share in the total expenditure, the titles of the 11 posts to be created and the related pay arrangements, as well as the salary increments and incremental percentages for staff.

Asked by: Hon KWOK Ka-ki (Member Question No. 279)

Reply:

Provision under this Programme for 2015-16 is \$19.3 million (5.8%) higher than the revised estimate for 2014-15. The major items, amounts and percentages involved are tabulated as follows:

Item	Amount of additional provision (\$million)	Percentage share in the increase in total expenditure for the Programme
Filling of vacancies	8.4	43.5%
Increase of 11 posts	5.8	30.0%
Salary increments for staff	2.0	10.4%
Increased operating expenses	3.1	16.1%
Total	19.3	100%

The ranks and salary ranges of the 11 posts to be created are as follows:

Rank	No. of posts	Salary range (monthly)
Labour Officer	1	\$60,690-\$91,590
Assistant Labour Officer II	1	\$24,380-\$45,150
Senior Labour Inspector	2	\$49,515-\$59,485
Labour Inspector I	6	\$35,930-\$47,280

Rank	No. of posts	Salary range (monthly)
Assistant Clerical Officer	1	\$12,540-\$25,600
Total	11	

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)164

(Question Serial No. 6176)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (4) Employees' Rights and Benefits
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

In handling the labour dispute of Asia Television Limited (ATV), the Labour Department (LD) issued a total of 42 summonses against ATV for wage default from September to November 2014. LD, however, had procrastinated in serving those 42 summonses on the parties concerned. By order of the Magistrate of Shatin Magistrate's Court, the summonses were served personally on the parties concerned by LD in half an hour. Please set out the average time required for handling this kind of cases, the actual number of cases handled, the amount of funds spent and its percentage share in the total expenditure of LD in the past five years.

Asked by: Hon KWOK Ka-ki (Member Question No. 280)

Reply:

Regarding ATV's late payment of employees' wages for the months of July to November 2014, LD applied for the issue of summonses against ATV and its responsible director on 31 December 2014 and 27 January 2015 through the computer system of the Judiciary. Two batches of 34 and 42 summonses were involved. While applying for the issue of summonses, LD also issued on the same day the "Letters of Intent to Prosecute" to inform ATV and the director concerned of LD's decision to take out prosecution actions against them and to request them to attend the hearing according to the instruction on the summonses issued to them by the court. Under the Magistrates Ordinance, summonses of cases heard at Magistrates' Courts are served on defendants directly by the court. LD is not responsible for delivering such summonses. In the hearing on 30 January 2015, LD, on the special direction of the Magistrate, assisted the court in serving the second batch of 42 summonses on the parties concerned.

The number of prosecutions of wage offences handled by LD from 2010 to 2014 is provided below:

Year	2010	2011	2012	2013	2014
Number of prosecutions	1 854	1 142	713	592	420

LD needs to collect extensive and thorough evidence for suspected wage offences, and will institute prosecution after securing sufficient evidence and seeking relevant legal advice. The time required for investigation and prosecution of the offences is determined by a number of factors, such as the complexity of individual cases, the number of defendants and witnesses involved, whether there is conflicting evidence among the parties, the plea of the defendants, etc. The exact time required for investigation and prosecution varies from case to case and cannot be generalised.

Wage offence cases are handled by prosecutors who are also responsible for the prosecution of other offences. The manpower and expenditure involved are absorbed by LD and cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3311)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Article 4 of the International Labour Convention No. 98 stipulates that necessary measures shall be taken to encourage and promote the determination of terms and conditions of employment by means of collective agreements between employers (or employers' associations) and workers' organisations. Would the Government advise on the following:

- (a) What measures did the Government take in 2014-15 to encourage and promote the use of collective agreements (excluding negotiation between an employer and individual employees)? What was the expenditure involved?
- (b) What measures does the Government plan to take in 2015-16 to encourage and promote the use of collective agreements (excluding negotiation between an employer and individual employees)? What is the expenditure involved?

Asked by: Hon LEE Cheuk-yan (Member Question No. 56)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) is committed to promoting voluntary and direct negotiation between employers and employees or their organisations. In 2014-15, three seminars on promoting employer-employee communication and dialogue were staged for over 300 human resources managers and corporate executives to encourage, at enterprise level, employers and employees or their organisations to enhance communication and maintain constructive interaction, with a view to fostering an environment conducive to, and cultivate an appreciation of the merits of, voluntary and direct negotiation. LD also arranged a company visit cum sharing session for representatives of trade associations, employers and workers' unions of various industries to enhance communication and understanding among the parties concerned at industry level. Furthermore, LD promoted workplace consultation among different

enterprises through newsletters of the Human Resources Managers' Clubs. The above activities formed an integral part of LD's efforts in promoting harmonious labour relations, and the expenditure involved could not be separately identified.

- (b) In 2015-16, LD will continue to organise various promotional activities such as talks and sharing sessions to encourage employers and human resources practitioners to adopt good people management practices and maintain effective communication with their employees or employees' organisations at enterprise level. At industry level, LD will also continue to strengthen cooperation and promote dialogue among employers, employers' associations and workers' unions through nine industry-based Tripartite Committees. For reasons explained in (a) above, the expenditure involved in these activities cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)166****(Question Serial No. 5601)**

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please state clearly the funding granted to the Hong Kong Federation of Youth Groups (HKFYG) under the Youth Employment and Training Programme (YETP) in the past five years and the details of the funding to be granted in the coming year, as well as the Subhead from which the funding was/will be deducted.

Asked by: Hon LEUNG Kwok-hung (Member Question No. 274)

Reply:

HKFYG is one of the service providers appointed by the Labour Department (LD) for implementing YETP. Apart from providing case management services and pre-employment training courses, it also helps disburse training allowances to trainees of YETP. The amount of funding granted by LD to HKFYG for the above services in the past five financial years is as follows:

	2010-11	2011-12	2012-13	2013-14	2014-15 (up to February 2015)
Amount	\$3.2 million	\$1.4 million	\$1.2 million	\$1.5 million	\$1.1 million

As service providers are remunerated in accordance with the services actually delivered, LD is unable to provide information on the amount of funding to be granted to HKFYG in the coming year.

In 2010-11, the expenditure for implementing YETP, including the service fees granted to service providers, was deducted from Subhead 700 General non-recurrent expenditure. Starting from 2011-12, YETP was provided with recurrent funding, and the expenditure for implementing YETP was instead deducted from Subhead 000 Operational expenses.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)167

(Question Serial No. 5602)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare

Question:

Please state clearly whether the Government has reduced the funding granted to Hong Kong Federation of Youth Groups (HKFYG) due to its non-compliance under the Youth Employment and Training Programme (YETP) in the past five years, or/and referred the cases to the law enforcement departments for follow-up action.

Asked by: Hon LEUNG Kwok-hung (Member Question No. 275)

Reply:

Service providers of YETP are remunerated in accordance with the services actually delivered. If any service has not been performed in accordance with the requirements, the Labour Department (LD) may withhold payment of the service fees.

In the past five years, HKFYG did not comply with LD's requirements in providing training services on two occasions. In August 2010, HKFYG did not strictly adhere to the administrative procedures in cancelling a training course and was not paid the relevant course fees. In May 2012, HKFYG reported to LD of its own accord that its internal audit revealed that it had not complied with the course proposal in organising a training course, and took the initiative to refund LD all monies related to the course. LD's investigation of the incidents did not find sufficient prima facie evidence indicating wilful breaches or suspected irregularities on the part of HKFYG. Nevertheless, LD issued warning letters to the senior management of HKFYG to remind it to strictly fulfil its obligations under YETP.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)168****(Question Serial No. 4142)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

In the past five years, how many cases related to imported workers were investigated by the Department? How many prosecutions were successful? Please provide the respective figures in the table below:

	2010	2011	2012	2013	2014
Number of cases related to imported workers investigated					
Number of successful prosecutions					

Asked by: Hon POON Siu-ping (Member Question No. 22)Reply:

The information sought is provided as follows:

	2010	2011	2012	2013	2014
Number of investigated cases related to imported workers	49	44	48	56	60
Number of successful prosecutions	-*	-	3 [#]	2 [#]	-

* One prosecution case (involving three summonses) was subsequently withdrawn owing to insufficient evidence at court.

The number of summonses for which prosecution was successful.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)169****(Question Serial No. 4144)**

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the free employment services, how many new arrivals and ethnic minorities did the offices of the Labour Department (LD) serve in the past five years? What was the number of successful placements?

	2010	2011	2012	2013	2014
New arrivals served					
Successful placements of new arrivals					
Ethnic minorities served					
Successful placements of ethnic minorities					

Asked by: Hon POON Siu-ping (Member Question No. 3122)

Reply:

LD provides comprehensive and free employment services for all job seekers, including new arrivals and ethnic minorities, to help them find work. Registration is not a pre-requisite for job seekers to make use of LD's various facilities and services provided at the job centres. Therefore, LD does not have the respective number of new arrivals and ethnic minorities served. Besides, job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies via LD. Currently, over 90% of the vacancies advertised through LD are open for direct application by job seekers. Those who have secured employment through direct application are not required to report their placements to LD. Therefore, LD does not have details of these placements. From 2010 to 2014, the number of new arrival job seekers from the Mainland and ethnic minority job seekers registered with LD and the number of placements secured through the referral services of LD are set out below:

	2010	2011	2012	2013	2014
New arrival job seekers from the Mainland registered with LD	9 941	7 773	8 354	6 724	5 333
Placements secured through LD's referral services for new arrival job seekers from the Mainland	*	1 148	1 082	1 060	995
Ethnic minority job seekers registered with LD	1 234	901	981	787	901
Placements secured through LD's referral services for ethnic minority job seekers	105	72	61	57	65

* LD does not keep statistics on the placements secured in 2010 for new arrivals from the Mainland.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 4136)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out in detail those parts of the coming year's estimates concerning helping women secure employment, and assess the increase in the number of women joining the labour force as a result of the initiatives.

Asked by: Hon QUAT Elizabeth (Member Question No. 99)

Reply:

The Labour Department (LD) provides comprehensive and free employment services for job seekers, including women, through a network of 13 job centres, two industry-based recruitment centres, the Telephone Employment Service Hotline, the "Interactive Employment Service" (iES) website, and numerous vacancy search terminals installed at various locations across the territory. All job centres provide personalised employment advisory service. Job seekers may meet the employment advisors in job centres to obtain labour market information and job search advice. Employment advisors will also help job seekers participate in LD's employment programmes to enhance their employability.

As some job seekers, especially women, wish to find part-time work to suit their family or other needs, LD has set up a dedicated webpage on part-time vacancies at the iES website. In 2015-16, LD will continue to enhance the promotional efforts in encouraging employers to provide more part-time vacancies. District-based thematic job fairs will also be organised to help job seekers find part-time jobs. Currently, registration is not a pre-requisite for job seekers to make use of LD's various facilities and services provided at the job centres. They can also directly contact those employers who have placed advertisement at LD's job centres or on its website, and are not required to report their employment to LD. LD is therefore unable to estimate the increase in the number of women securing employment as a result of the above initiatives.

In addition, LD will extend the Employment Programme for the Middle-aged to part-time jobs in the second half of 2015 to encourage employers to provide more suitable part-time

job opportunities for people aged 40 or above. It is estimated that 500 part-time employees will be involved.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3368)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the ageing population and encouraging elderly employment, it is stated in the Budget that the coverage of on-the-job training allowance under the Employment Programme for the Middle-aged (EPM) will be extended to encourage the employment of mature persons in part-time jobs. In this connection, would the Government advise on the following:

- (a) Will the initiative cover security work taken up by mature person following the relaxation of age limit for security guards? If yes, what are the details? If no, what are the reasons?
- (b) Will additional expenditure be incurred for the Employees Retraining Board's (ERB) initiative to focus on providing training for mature persons? If yes, what are the details? If no, what are the reasons?

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 57)

Reply:

The information sought is provided as follows:

- (a) To attract mature persons to stay in or return to the job market, the Labour Department will extend EPM to part-time jobs in the second half of 2015 to encourage employers to provide more suitable part-time employment opportunities to middle-aged and mature persons aged 40 or above. The above initiative has no upper age limit and will be applicable to all industries, including security work, that meet the requirements of EPM and other relevant legislation.
- (b) ERB provides more than 800 training courses for eligible employees aged 15 or above with education attainment at sub-degree level or below. Mature persons meeting the admission requirements may enrol in suitable training courses according to their career

aspirations and training needs. In 2015-16, ERB will conduct a market research to understand the views of mature persons or retired persons on continued employment as well as employers' opinions on hiring mature persons or retired persons. The expenditure involved is about \$500,000. Besides, ERB will launch in the second quarter of 2015-16 a course titled "Foundation Certificate in Workplace Re-entry" for middle-aged and mature persons to equip the trainees to return to the job market. The course will provide 50 training places during the initial pilot stage and the training expenditure involved is about \$300,000.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 4170)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in this Programme that major new plans for 2015-16 include "following up on the comprehensive review of the Work Incentive Transport Subsidy (WITS) Scheme". In this connection, would the Government advise this Committee on:

- (a) the scope of the comprehensive review;
- (b) the latest progress of the comprehensive review;
- (c) the expenditure and manpower arrangement for conducting the comprehensive review; and
- (d) the exact time schedule for the completion of the comprehensive review.

Asked by: Hon TANG Ka-piu (Member Question No. 21)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) is conducting a comprehensive review of the WITS Scheme, including its objectives, eligibility criteria, level of subsidy rate, modus operandi and effectiveness.
- (b) & (d) The review is underway and is expected to be completed by around the first quarter of 2016.
- (c) LD is conducting the review with its existing resources. The expenditure and manpower required cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)173

(Question Serial No. 4308)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare

Question:

In 2015-16, the Labour Department (LD) plans to establish a construction industry recruitment centre to facilitate employers to find local construction workers and provide the latter with career counselling services, conduct on the spot job interviews and job fairs. In this connection, would the Government advise this Committee when the centre will be officially commissioned? What are the estimated number of staff to be employed and the annual operating costs?

Asked by: Hon TIEN Pei-chun, James (Member Question No. 79)

Reply:

LD, in collaboration with relevant government departments, has actively embarked on the preparatory work, including identifying a suitable location, etc., for the Construction Industry Recruitment Centre ("Centre"). The initial target is to commission the Centre in the second half of 2015-16.

LD will create 12 posts for the Centre for five years from 2015-16. The annual staff cost is about \$5.6 million.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)174****(Question Serial No. 3743)**

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour and Welfare Bureau stated last year that a comprehensive review of the Work Incentive Transport Subsidy (WITS) Scheme would be completed by the first quarter of 2015 but no further news is available so far. In this connection, would the Government advise this Committee on:

- (a) the progress of the comprehensive review of the WITS Scheme and the latest timetable;
- (b) the annual number of applicants (gross applicant count) since the inception of the WITS Scheme;
- (c) the average travelling expenses of the applicants; if the information is not available, how to ensure that the monthly subsidy of \$600 represents proper use rather than waste of public funds?

Asked by: Hon TIEN Puk-sun, Michael (Member Question No. 45)

Reply:

The information sought is provided as follows:

- (a) A comprehensive review of the WITS Scheme is underway and is expected to be completed by around the first quarter of 2016.
- (b) The WITS Scheme started receiving applications from October 2011. The annual number of applicants received (gross applicant count) is provided below:

Year	No. of applicants (gross applicant count)
2011 (from October)	23 804
2012	58 344

Year	No. of applicants (gross applicant count)
2013	72 409
2014	88 462

- (c) The Labour Department does not have information on the average travelling expenses of the applicants. Subsidy would only be granted to those applicants who have met the **eligibility** criteria of the WITS Scheme.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)175****(Question Serial No. 3469)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Donald TONG)Director of Bureau: Secretary for Labour and WelfareQuestion:

The provision for 2015-16 has increased by \$93.4 million due to, among other things, an increase of 52 posts. Please advise on the following:

- (a) What are the main duties of the additional posts? What is the amount of salaries involved?
- (b) As at end-December 2014, how many employment programmes were monitored under this Programme? What were the names of the programmes and number of programme participants?

Asked by: Hon TONG Ka-wah, Ronny (Member Question No. 94)Reply:

The information sought is provided as follows:

- (a) The ranks and salary ranges of the 52 posts to be created are provided as follows:

Rank	No. of Posts	Salary Range (per month)
Senior Labour Officer	1	\$94,905-\$109,340
Labour Officer	4	\$60,690-\$91,590
Assistant Labour Officer I	3	\$47,280-\$59,485
Assistant Labour Officer II	18	\$24,380-\$45,150
Clerical Officer	1	\$26,895-\$34,305
Assistant Clerical Officer	17	\$12,540-\$25,600
Clerical Assistant	7	\$11,060-\$19,410
Workman II	1	\$11,055-\$13,035
Total:	52	

These posts are mainly responsible for:

- (i) establishing a Construction Industry Recruitment Centre to provide career counselling services, conduct on-the-spot interviews and organise job fairs for local construction workers;
 - (ii) enhancing employment and recruitment services for job seekers and employers;
 - (iii) stepping up the promotion of the Working Holiday Scheme between Hong Kong and other economies;
 - (iv) stepping up the monitoring of employment agencies; and
 - (v) strengthening the processing and vetting of applications made under the Supplementary Labour Scheme, and offering job matching services to local qualified job seekers on relevant job titles.
- (b) As at end-December 2014, four employment programmes were implemented under the Employment Services Programme. The names of the programmes and number of cases in 2014 are set out below:

Programme name	Number of cases
Employment Programme for the Middle-aged	2 564
Work Trial Scheme	276
Youth Employment and Training Programme (YETP)	7 753*
Work Orientation and Placement Scheme	805

* YETP operates on the basis of programme year, running from September each year to August of the following year. The above figure refers to the number of trainees enrolled in the 2013/14 programme year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)176

(Question Serial No. 4207)

Head: (90) Labour Department
Subhead (No. & title): (000) Operational expenses
Programme: Not Specified
Controlling Officer: Commissioner for Labour (Donald TONG)
Director of Bureau: Secretary for Labour and Welfare
Question:

Regarding the engagement of outsourced workers, please provide the following information:

	2014-15 (the latest position)
Number of outsourced service contracts	()
Total payments to outsourced service providers	()
Duration of service of each outsourced service provider	()
Number of outsourced workers engaged through outsourced service providers	()
Details of the positions held by outsourced workers (e.g. customer service, property management, security, cleansing and information technology)	()
Monthly salary range of outsourced workers	
\$30,001 or above	()
\$16,001 to \$30,000	()
\$8,001 to \$16,000	()
\$6,501 to \$8,000	()
\$6,240 to \$6,500	()
under \$6,240	()
Length of service of outsourced workers	
over 15 years	()
10 to 15 years	()
5 to 10 years	()
3 to 5 years	()
1 to 3 years	()
under 1 year	()
Percentage of outsourced workers against the total number of staff in the Department	()
Percentage of payments to outsourced service providers against the total staff costs of the Department	()

	2014-15 (the latest position)
Number of workers who received severance payment/long service payment/contract gratuity	()
Amount of severance payment/long service payment/contract gratuity paid	()
Number of workers with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to the Mandatory Provident Fund (MPF)	()
Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	()
Number of workers with paid meal break	()
Number of workers without paid meal break	()
Number of workers working 5 days per week	()
Number of workers working 6 days per week	()

() Change in percentage as compared with 2013-14

Asked by: Hon WONG Kwok-hing (Member Question No. 75)

Reply:

The information sought is provided as follows:

	2014-15
Number of outsourced service contracts	13 (+62.5%)
Total payments to outsourced service providers (\$million)	10.737 (+20%)
Duration of service of each outsourced service provider (Note 1)	12-36 months (0%)
Number of outsourced workers engaged through outsourced service providers	58 (+12%)
Details of the positions held by outsourced workers (e.g. customer service, property management, security, cleansing and information technology)	Cleansing, security service, employment counselling service of employment centres
Monthly salary range of outsourced workers (Note 2)	
• \$30,001 or above	()
• \$16,001 to \$30,000	()
• \$8,001 to \$16,000	2 (0%)
• \$6,501 to \$8,000	6 (+50%)
• \$6,240 to \$6,500	3 (+50%)
• under \$6,240	16 (+23%)

	2014-15
Length of service of outsourced workers <ul style="list-style-type: none"> • over 15 years • 10 to 15 years • 5 to 10 years • 3 to 5 years • 1 to 3 years • under 1 year 	Please see Note 3.
Percentage of outsourced workers against the total number of staff in the Department	2.5% (+0.3%)
Percentage of payments to outsourced service providers against the total staff costs of the Department	1.1% (+0.1%)
Number of workers who received severance payment/long service payment/contract gratuity)
Amount of severance payment/long service payment/contract gratuity paid)
Number of workers with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF)
Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF)
Number of workers with paid meal break)
Number of workers without paid meal break)
Number of workers working 5 days per week)
Number of workers working 6 days per week)

Please see Note 3.

() Change in percentage as compared with 2013-14

Note 1: The largest figure in the year is used as the basis for comparison.

Note 2: Information is only available for non-skilled workers whose employers are required to inform the Department of the salaries of their workers. 16 workers with monthly salary below \$6,240 are part-time workers.

Note 3: The outsourced service contracts of the Labour Department (LD) specify the service that LD required without stipulating the length of service of outsourced workers and condition of service the contractors have to provide in the contract. LD does not have the information requested.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)177****(Question Serial No. 4474)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the engagement of agency workers, please provide the following information:

	2014-15 (the latest position)
Number of contracts with employment agencies	()
Contract sum paid to each employment agency	()
Duration of service of each employment agency	()
Number of agency workers	()
Details of the positions held by agency workers	()
Monthly salary range of agency workers	
\$30,001 or above	()
\$16,001 to \$30,000	()
\$8,001 to \$16,000	()
\$6,501 to \$8,000	()
\$6,240 to \$6,500	()
under \$6,240	()
Length of service of agency workers	
over 15 years	()
10 to 15 years	()
5 to 10 years	()
3 to 5 years	()
1 to 3 years	()
under 1 year	()
Percentage of agency workers against the total number of staff in the Department	()
Percentage of payments to employment agencies against the total staff costs of the Department	()
Number of workers who received severance payment/long service payment/contract gratuity	()
Amount of severance payment/long service	()

	2014-15 (the latest position)
payment/contract gratuity paid	
Number of workers with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to the Mandatory Provident Fund (MPF)	()
Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	()
Number of workers with paid meal break	()
Number of workers without paid meal break	()
Number of workers working 5 days per week	()
Number of workers working 6 days per week	()

() Change in percentage as compared with 2013-14

Asked by: Hon WONG Kwok-hing (Member Question No. 76)

Reply:

The information sought is provided as follows:

	Type of contract	2014-15 (Note 1)
Number of contracts with employment agencies	T-contract (Note 2)	10 (+25%)
	Others	3 (0%)
Contract sum paid to each employment agency (\$million) (Note 3)	T-contract	0.18 to 7.64 (+6%)
	Others	0.04 to 0.92 (+46%)
Duration of service of each employment agency (Note 3)	T-contract	12 months (0%)
	Others	8 to 9 months (-6%)
Number of agency workers (Note 3)	T-contract	1 to 29 (-3%)
	Others	5 to 28 (+27%)
Details of the positions held by agency workers	T-contract	Information technology
	Others	Order processing, data input
Monthly salary range of agency workers		
• \$30,001 or above	T-contract	39 (+5%)
	Others	-
• \$16,001 to \$30,000	T-contract	49 (+11%)
	Others	-
• \$8,001 to \$16,000	T-contract	-
	Others	41 (+11%)

	Type of contract	2014-15 (Note 1)
• \$6,501 to \$8,000		-
• \$6,240 to \$6,500		-
• under \$6,240		-
Length of service of agency workers • over 15 years • 10 to 15 years • 5 to 10 years • 3 to 5 years • 1 to 3 years • under 1 year	Please see Note 4.	
Percentage of agency workers against the total number of staff in the Department	T-contract	3.8% (+0.4%)
	Others	1.8% (+0.2%)
Percentage of payments to employment agencies against the total staff costs of the Department	T-contract	4.3% (+0.3%)
	Others	0.4% (-0.1%)
Number of workers who received severance payment/long service payment/contract gratuity	Please see Note 4.	
Amount of severance payment/long service payment/contract gratuity paid		
Number of workers with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF		
Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF		
Number of workers with paid meal break Number of workers without paid meal break		
Number of workers working 5 days per week Number of workers working 6 days per week		

() Change in percentage as compared with 2013-14

Note 1: Figures as at 30 September 2014.

Note 2: T-contract refers to term contract centrally administrated by the Office of the Government Chief Information Officer.

Note 3: The largest figure in the year is used as the basis for comparison.

Note 4: The contracts that the Labour Department (LD) entered with employment agencies specify its job requirements and the service fees charged by the latter in providing agency workers. LD does not require the employment agencies to provide

information on the length of service and condition of service of the agency workers.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)178****(Question Serial No. 4475)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational expenses

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Donald TONG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment of non-civil service contract (NCSC) staff, please provide the following information:

	2014-15 (the latest position)
Number of NCSC staff	()
Details of the positions held by NCSC staff	()
Payroll costs of NCSC staff	()
Monthly salary range of NCSC staff	
\$30,001 or above	()
\$16,001 to \$30,000	()
\$8,001 to \$16,000	()
\$6,501 to \$8,000	()
\$6,240 to \$6,500	()
below \$6,240	()
Length of service of NCSC staff	
over 15 years	()
10 to 15 years	()
5 to 10 years	()
3 to 5 years	()
1 to 3 years	()
under 1 year	()
Number of NCSC staff successfully appointed as civil servants	()
Percentage of NCSC staff against the total number of staff in the Department	()
Percentage of staff costs for NCSC staff against the total staff costs of the Department	()
Number of NCSC staff who received severance payment/long service payment/contract gratuity	()

	2014-15 (the latest position)
Amount of severance payment/long service payment/contract gratuity paid	()
Number of NCSC staff with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to the Mandatory Provident Fund (MPF)	()
Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	()
Number of NCSC staff with paid meal break	()
Number of NCSC staff without paid meal break	()
Number of NCSC staff working 5 days per week	()
Number of NCSC staff working 6 days per week	()

() Change in percentage as compared with 2013-14

Asked by: Hon WONG Kwok-hing (Member Question No. 77)

Reply:

The information sought is provided as follows:

	2014-15 (the latest position) (Note 1)
Number of NCSC staff	183 (-6.2%)
Details of the positions held by NCSC staff	(Note 2)
Payroll costs of NCSC staff	\$27.4 million (-10.2%)
Monthly salary range of NCSC staff	
\$30,001 or above	4 (-20%)
\$16,001 to \$30,000	52 (-13.3%)
\$8,001 to \$16,000	127 (-2.3%)
\$6,501 to \$8,000	0 (-)
\$6,240 to \$6,500	0 (-)
below \$6,240	0 (-)
Length of service of NCSC staff	
over 15 years	0 (-)
10 to 15 years	26 (30.0%)
5 to 10 years	49 (-19.7%)
3 to 5 years	48 (500%)
1 to 3 years	39 (-35.0%)
under 1 year	21 (-54.3%)
Number of NCSC staff successfully appointed as civil servants	3 (-84.2%) (Note 3)
Percentage of NCSC staff against the total number of staff in the Department	7.8% (-0.4%)
Percentage of staff costs for NCSC staff against the total staff costs of the Department	4.6% (-0.5%)

	2014-15 (the latest position) (Note 1)
Number of NCSC staff who received long service payment	1 (-)
Amount of long service payment paid	\$174,450 (-)
Number of NCSC staff with long service payment offset by the accrued benefits attributable to employer's contributions to MPF	1 (-)
Amount of long service payment offset by the accrued benefits attributable to employer's contributions to MPF	\$160,828 (-)
Number of NCSC staff with paid meal break	176 (-6.4%)
Number of NCSC staff without paid meal break (Note 4)	7 (-)
Number of NCSC staff working 5 days per week	154 (-1.9%)
Number of NCSC staff working 6 days per week	29 (-23.7%)

() Change in percentage as compared with 2013-14

Note 1: Figures are as at 31 December 2014.

Note 2: The particulars of the NCSC posts are:

Service Area	Post Title
Operational Support	Chinese Medicine Advisor Programme Officer Investigation Advisor/Investigation Officer Senior Clerk/Clerk
Information Technology (IT)	IT Support Officer Senior Technical Support Officer/ Technical Support Officer
Publicity	Information Assistant

Note 3: They are NCSC staff appointed as civil servants within the Labour Department. They joined the civil service through an open, fair and competitive process.

Note 4: The NCSC staff are remunerated on an hourly basis.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)179

(Question Serial No. 3578)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): ()
Programme: (4) Manpower Development
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)
Director of Bureau: Secretary for Labour and Welfare
Question:

It is mentioned in Matters Requiring Special Attention in 2015-16 that the Administration will “monitor the operation of the Continuing Education Fund (CEF)”. In the first item “encourage the extension of retirement age” under unleashing the potential of local labour force of the 2015 Policy Address, it is stated that the Administration will strengthen the employment support and training services for the elderly. In this connection, will the Administration advise on the following -

1. The granting of the CEF subsidies for each age groups in the past 3 years, including the number of people of each age group, the amount of subsidies for each age group, and the types of major courses taken by each age group.
2. How will the Government encourage the elderly to apply for the CEF? What is the estimated budget in this regard?
3. How to monitor the implementation of the CEF? And how to make available the monitoring report?

Asked by: Hon IP Kwok-him (Member Question No. 58)

Reply:

The information sought is provided as follows -

1. A detailed breakdown of the number of beneficiaries of the Continuing Education Fund (CEF) and the amount of subsidies disbursed in the past 3 years by age group and course coverage is provided at Annex.
2. The Government encourages members of the public (including the elderly) to apply for CEF through various publicity channels, such as the website of the Office of the

Continuing Education Fund (OCEF) and CEF course providers. The estimated expenditure on the publicity and related work of CEF in 2015-16 is \$300,000.

3. The Labour and Welfare Bureau has been working in collaboration with OCEF and the Hong Kong Council for Accreditation of Academic and Vocational Qualifications to monitor the operation of CEF, including its use, the supervision of CEF courses, applications and claims for CEF, etc. to ensure that CEF is able to meet the needs of the community. Further enhancement measures have been made to improve CEF's administration, such as the provision of acknowledgement of application to applicants via the Short Message Service, launching an on-line checking service for the CEF accounts, as well as simplification of application forms, etc.

Breakdown of the Number of Beneficiaries of the Continuing Education Fund and the Amount of Subsidies Disbursed by Age Group and Course Coverage

2012-13:

Course Coverage	Age Group [#]								Total	
	18-29		30-39		40-49		50-65			
	Number of beneficiaries	Amount of subsidies (\$ million)	Number of beneficiaries	Amount of subsidies (\$ million)	Number of beneficiaries	Amount of subsidies (\$ million)	Number of beneficiaries	Amount of subsidies (\$ million)	Number of beneficiaries	Amount of subsidies (\$ million)
Financial Services	5 516	29.7	1 744	7.6	762	4.0	439	2.6	8 461	43.9
Languages	4 164	29.1	1 767	11.2	1 113	7.6	526	3.5	7 570	51.5
Logistics	793	4.3	586	3.1	225	1.2	91	0.4	1 695	9.0
Design	1 997	11.7	815	5.0	404	2.4	176	1.0	3 392	20.1
Tourism	1 559	8.0	451	2.3	205	1.2	124	0.7	2 339	12.2
Business Services	7 476	35.0	3 396	17.3	1 389	7.9	507	3.2	12 768	63.4
Creative Industries	631	3.9	214	1.3	93	0.6	52	0.3	990	6.1
Interpersonal and Intrapersonal Skills for the Workplace	90	0.8	61	0.4	20	0.1	5	0.1	176	1.3
Specification of Competency Standards ^	814	6.2	436	2.5	305	1.2	228	0.6	1 783	10.5
Total	23 040	128.7	9 470	50.7	4 516	26.2	2 148	12.4	39 174	218.0

2013-14:

Course Coverage	Age Group [#]								Total	
	18-29		30-39		40-49		50-65			
	Number of beneficiaries	Amount of subsidies (\$ million)	Number of beneficiaries	Amount of subsidies (\$ million)	Number of beneficiaries	Amount of subsidies (\$ million)	Number of beneficiaries	Amount of subsidies (\$ million)	Number of beneficiaries	Amount of subsidies (\$ million)
Financial Services	4 567	26.8	1 203	5.5	613	3.0	399	2.7	6 782	38.0
Languages	3 623	26.8	1 371	9.0	890	6.0	461	3.3	6 345	45.1
Logistics	677	3.6	627	3.3	221	1.4	117	0.6	1 642	8.9
Design	1 742	10.0	710	4.2	361	2.1	148	0.8	2 961	17.1
Tourism	1 328	7.2	308	1.6	158	0.8	116	0.6	1 910	10.2
Business Services	6 477	29.8	2 946	15.9	1 243	7.4	510	3.2	11 176	56.3
Creative Industries	683	4.4	222	1.4	83	0.5	62	0.4	1 050	6.7
Interpersonal and Intrapersonal Skills for the Workplace	83	0.7	73	0.5	33	0.3	15	0.1	204	1.6
Specification of Competency Standards ^	796	6.4	541	3.4	386	1.7	263	0.9	1 986	12.4
Total	19 976	115.7	8 001	44.8	3 988	23.2	2 091	12.6	34 056	196.3

2014-15 (as at 31 January 2015):

Course Coverage	Age Group [#]								Total	
	18-29		30-39		40-49		50-65			
	Number of beneficiaries	Amount of subsidies (\$ million)	Number of beneficiaries	Amount of subsidies (\$ million)	Number of beneficiaries	Amount of subsidies (\$ million)	Number of beneficiaries	Amount of subsidies (\$ million)	Number of beneficiaries	Amount of subsidies (\$ million)
Financial Services	3 296	19.5	785	3.8	394	2.2	334	2.3	4 809	27.8
Languages	3 158	23.2	978	6.6	655	4.3	330	2.3	5 121	36.4
Logistics	548	3.4	412	2.2	157	0.9	101	0.5	1 218	7.0
Design	1 414	7.5	498	2.9	235	1.3	110	0.6	2 257	12.3
Tourism	976	4.6	111	0.6	71	0.4	84	0.4	1 242	6.0
Business Services	4 263	20.0	1 979	10.6	804	5.2	331	2.4	7 377	38.2
Creative Industries	383	2.1	126	0.8	50	0.3	60	0.3	619	3.5
Interpersonal and Intrapersonal Skills for the Workplace	79	0.5	58	0.5	28	0.2	20	0.2	185	1.4
Specification of Competency Standards [^]	829	6.1	574	3.3	384	1.7	330	1.2	2 117	12.3
Total	14 946	86.9	5 521	31.3	2 778	16.5	1 700	10.2	24 945	144.9

Hong Kong residents aged between 18 and 65 are eligible to apply for subsidies from the CEF.

[^] The courses covered under "Specification of Competency Standards" have adopted the specifications formulated by the Industry Training Advisory Committees of the Qualifications Framework (QF) as the basis for curriculum design. These courses may be registered under CEF since the implementation of QF in May 2008.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 4975)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the training courses provided by the Maritime Services Training Institute (MSTI), will the Bureau advise this Committee of the following:

1. Is the provision of "STCW courses" sufficient to meet the need of course applicants? If yes, what are the details? If no, what are the respective waiting times?
2. Has the MSTI recommended the training courses to young people? If yes, what are the details? If no, what are the reasons?
3. Will top-up degree programmes be offered? If yes, what are the details? If no, what are the reasons?

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 104)

Reply:

The information sought is provided as follows:

1. The existing training courses for satisfying the requirements of the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (commonly known as "STCW courses") organised by the Maritime Services Training Institute (MSTI) under the Vocational Training Council (VTC) are set out at Annex.

The MSTI determines the number of places for "STCW courses" based on the need of the industry annually, and will make adjustments in response to the enrolment. From August 2014 to February 2015, the MSTI organised about 75 classes for "STCW courses", with an enrolment of about 1 000 persons. The MSTI plans to provide about 1 000 places for such courses in the coming half year. The MSTI will continue to determine class arrangements on the basis of the enrolment of individual courses.

2. Through school talks, Applied Learning Taster Programmes, etc., the VTC introduces to secondary school students and teachers the content of seafaring courses and the

employment prospects of the seafaring industry. In parallel, the VTC promotes the training courses and relevant information of the MSTI to the public and young people through organising open days, Info Days and thematic talks on a regular basis, disseminating information on its websites and participating in activities such as the “Education and Careers Expo”.

3. The VTC is actively planning for collaboration with overseas universities to organise self-financing top-up degree programmes on maritime management, with a view to providing higher diploma graduates, sub-degree holders and persons engaged in the seafaring industry with more opportunities for further study and continuing education.

**“STCW Courses” Offered by
the Maritime Services Training Institute**

1. Elementary First Aid and Proficiency in Medical First Aid (Combined)
2. Proficiency in Survival Craft and Rescue Boats
3. Fire Prevention, Fire Fighting and Advanced Fire Fighting (Combined)
4. Personal Safety and Social Responsibilities
5. Personal Survival Techniques
6. Security Awareness Training for All Seafarers
7. Proficiency in Ship Security Officer Course
8. Security Training for Seafarers with Designated Security Duties
9. Refresher Training (STCW 2010 Amendments)
10. GMDSS General Operator Certificate
11. The use of Electronic Chart Display and Information System
12. Proficiency in Medical Care
13. Radar Navigation, Plotting and Use of ARPA

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3448)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): ()
Programme: (4) Manpower Development
Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)
Director of Bureau: Secretary for Labour and Welfare
Question:

The revised estimate for 2015-16 has risen by \$4.1 million.

1. Of this amount, how much does the Adult Education Subvention Scheme involve? What are the specific contents?
2. Please set out the course items, numbers of beneficiaries, course costs and subvention amounts for participants of the Adult Education Subvention Scheme for 2014-15 and 2015-16 respectively.

Asked by: Hon TONG Ka-wah, Ronny (Member Question No. 73)

Reply:

The information sought is provided as follows:

1. Of the \$4.1 million increase in the estimated provision under Programme (4) for 2015-16 (compared with the revised estimate for 2014-15), about \$600,000 is the provision for the Adult Education Subvention Scheme (AESS). The total estimated provision for AESS in 2015-16 is \$12 million, which will be used for subsidising the running of basic adult education programmes by non-governmental organisations (NGOs).
2. AESS is run on an academic year basis. For the 2014/15 academic year, 97 NGOs were granted subvention under AESS to run 789 programmes^[Note 1] providing about 17 360 places. Applications for funding for the 2015/16 academic year have yet to be called for. The costs of the AESS programmes run by the NGOs vary, and no training allowance is provided for participants under AESS.

[Note 1] Details of the programmes have been uploaded onto the following website for public information:
[http://www.lwb.gov.hk/download/adult/Subvented%20Programmes%20by%20Categories%20\(2014-15\).pdf](http://www.lwb.gov.hk/download/adult/Subvented%20Programmes%20by%20Categories%20(2014-15).pdf)

CONTROLLING OFFICER'S REPLY

(Question Serial No. 5994)

Head: (173) Working Family and Student Financial Assistance Agency

Subhead (No. & title): (700) General non-recurrent
Item 508 Continuing Education Fund

Programme: (1) Student Assistance Scheme

Controlling Officer: Head, Working Family and Student Financial Assistance Agency
(Mr Esmond LEE)

Director of Bureau: Secretary for Labour and Welfare

Question:

In the past five years, how many people have applied for subsidies under the Continuing Education Fund (CEF)? How much money was involved? How many people in Hong Kong have opened a CEF account and have exhausted the subsidy ceiling of HK\$10,000 or submitted four claims for reimbursement? Will the Government consider raising the subsidy ceiling or the number of claims and what are the reasons?

Asked by: Hon. LEUNG Kwok-hung (Member Question No. 639)

Reply:

In the past five years (from 1 April 2010 to 31 January 2015), the Office of the Continuing Education Fund received 154 329 applications for tuition fees reimbursement, of which applications from 149 451 applicants were approved, involving an amount of around \$1.13 billion.

At present, each CEF applicant may apply for reimbursement of 80% of the tuition fees of any CEF registered course upon successful completion of the course, capped at \$10,000. The tuition fees of most of the CEF reimbursable courses are at or below \$10,000. Furthermore, the CEF applicants may submit a maximum of four claims for reimbursement. Since the establishment of the CEF in mid 2002, approval has been given for 692 428 applicants to open a CEF account, of which 252 270 applicants have claimed the maximum reimbursable amount of \$10,000 or submitted four claims for reimbursement. The Government will continue to pay attention to the operation of the CEF, the manpower requirements of the community and other related factors, and review in a timely manner the subsidy ceiling and/or the maximum number of claims.

- End -