

For information on  
17 March 2015

## **Legislative Council Panel on Manpower**

### **Progress of the Work of the Standard Working Hours Committee**

#### **Introduction**

In July 2013 and May 2014, the Labour and Welfare Bureau and the Labour Department reported to the Panel on Manpower on the setting up of the Standard Working Hours Committee (SWHC) and its progress of work. This paper briefs Members on SWHC's latest work and provides the major views collected during SWHC's public consultation.

#### **Background**

2. The Government set up SWHC in April 2013 to follow up on the Report of the Policy Study on Standard Working Hours (the 2012 Report) released in November 2012. With a three-year term, SWHC is chaired by Dr Leong Che-hung and comprises 23 members drawn from the labour and business sectors, academia, community and Government, as well as serving members of the Labour Advisory Board (LAB) who sit on SWHC as ex-officio members by virtue of their LAB membership<sup>1</sup>.

3. The terms of reference of SWHC are :

- (a) to follow up on the Government's policy study on standard working hours (SWH) and conduct further in-depth studies, as necessary, on the key issues identified therein;

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<sup>1</sup> The membership of SWHC is set out at Annex.

- (b) to promote understanding of SWH and related issues including, among others, employees' overtime work conditions and arrangements; to engage the public in informed discussion on the relevant issues; and to gauge the views of stakeholding groups; and
- (c) to report to the Chief Executive and advise on the working hours situation in Hong Kong, including whether a statutory SWH regime or any other alternatives should be considered.

4. SWHC has set up two working groups on “Working Hours Consultation” and “Working Hours Study” to respectively conduct wide public consultation and a comprehensive working hours survey. As at February this year, SWHC and its two working groups on “Working Hours Consultation” and “Working Hours Study” had altogether convened 26 meetings to comprehensively carry out work in various areas.

### **Work Strategy and Major Work Areas**

5. To promote informed and in-depth discussion of the community on working hours issues, and to jointly explore and identify options that suit the circumstances of Hong Kong, SWHC has taken forward its work in the following four strategic areas, namely, enhancing public understanding; collecting working hours statistics and information relevant to a working hours regime; launching public engagement and building community consensus on different options; and adopting an evidence-based approach for discussion on the basis of a range of factors. Further elaboration on the latest work progress of SWHC is set out at paragraphs 6 to 32 below.

#### ***(a) Enhancing Public Understanding***

6. SWHC has launched various education and promotional activities to enhance public understanding of various working hours issues (for example, differences between SWH and maximum working hours (MWH), different policy objectives of working hours regimes) as well as

the possible multifarious implications of working hours regulation, etc. These activities include :

- (i) **Dedicated website** – Launched in November 2013, SWHC’s website ([www.swhc.org.hk](http://www.swhc.org.hk)) provides a convenient platform for disseminating and browsing information on working hours issues and work of SWHC including summaries of its discussion and details of public engagement activities, etc.
- (ii) **TV promotional programme** – To drive home the key features of a working hours regime, SWHC produced a series of bilingual TV promotional programme “Get to Know Standard Working Hours” with the assistance of a TV broadcaster. The programme (a total of five episodes of 2.5 minutes each) introduced the work focus of SWHC, essential components of a working hours regime and major issues to be considered in deliberating a working hours policy. Apart from the TV broadcast in March 2014, SWHC arranged for screening of the programme at its consultation sessions, exhibitions on working hours issues and on its website. DVDs of the programme were distributed to members of the public through different channels, including district offices of the Labour Department, Public Enquiry Service Centres of District Offices, trade associations and labour organisations, etc.
- (iii) **Exhibitions on working hours issues** – In addition to the TV promotional programme, SWHC designed and produced a set of panels on “Touring around the World of Working Hours”, featuring original comic characters, to lively and vividly introduce the work focus of SWHC, essential components of a working hours regime, and issues to be considered in deliberating a working hours policy, etc. From March 2014 to February 2015, SWHC launched and participated in 10 exhibitions on working hours issues in various districts. Apart from district-based exhibitions, pull-up exhibition banners were also developed for free lending to organisations for publicity and educational purposes.

- (iv) **Comic Books on “Touring around the World of Working Hours”** – SWHC has also published comic books on “Touring around the World of Working Hours” for wide distribution to the public through channels including SWHC’s consultation sessions, community and workplace visits, roving exhibitions and the household survey on working hours, etc.

***(b) Collecting Working Hours Statistics and Relevant Information on Working Hours Regimes***

7. SWHC has agreed to adopt an evidence-based approach for conducting objective and impartial discussion on relevant working hours information. SWHC engaged a consulting firm (the Study Consultant) to conduct the first ever territory-wide household survey between June and August 2014 to collect working hours statistics and relevant information on a working hours regime. The survey made use of the frame of quarters maintained by the Census and Statistics Department as the sampling frame and randomly selected quarters using a scientific sampling method. Working hours data and opinions on working hours arrangements/ a working hours policy were collected through successful enumeration of 10 275 employed persons (including 9 027 employees, 296 employers and 952 self-employed persons). Moreover, the Study Consultant collected 2 277 self-administered questionnaires between mid-July and September 2014 from randomly sampled members of organisations of 10 professions/ occupations<sup>2</sup> identified by SWHC as having relatively long working hours or distinctive working hours patterns (selected professions/ occupations), with a view to understanding the working hours situation of employees of these selected professions/ occupations and supplementing the findings of the household survey.

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<sup>2</sup> The 10 selected professions/ occupations are accountants, solicitors, engineers, doctors, employees of the educational profession, employees of the banking sector, information technology employees, journalists, estate agents, and tourist guides/ outbound tour escorts (listed in no particular order).

8. Based on the findings of the household survey, it is estimated that :

- the average and median total working hours during the past seven days before enumeration<sup>3</sup> (the weekly working hours) for all employees (3 142 500) in Hong Kong were 43.5 and 44.0 respectively;
- working hours varied significantly across sectors (with median weekly working hours ranging from 40.0 to 54.0);
- among them, employees with lower educational attainment (Secondary 3 or below) and employees in the lower-skilled occupational groups<sup>4</sup> had longer median weekly working hours of 48.0 and 45.0 hours respectively; and
- weekly working hours of employees in relatively long-working-hours sectors<sup>5</sup> (median at 48.0 hours) were appreciably longer than those of other sectors (median at 42.5 hours).

9. Of the above 3 142 500 employees, 25.2% (790 700) had performed overtime work during the past seven days before enumeration :

- 7.3% (228 300) of all employees had compensated overtime work (by overtime pay and/ or time-off in lieu) and the median compensated overtime hours concerned was 5.0;
- 18.4% (578 300) of all employees had engaged in overtime work without pay or time-off in lieu (i.e. uncompensated) and the median uncompensated overtime hours concerned was also 5.0<sup>6</sup>;

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<sup>3</sup> Total working hours refer to employees' actual working hours during the past seven days before enumeration, comprising contractual hours worked, and compensated (with pay and/ or time-off in lieu) and uncompensated (without pay or time-off in lieu) overtime hours.

<sup>4</sup> Lower-skilled occupational groups refer to elementary occupations, service and sales workers, craft and related workers, plant and machine operators and assemblers, and clerical support workers.

<sup>5</sup> The relatively long-working-hours sectors identified in the 2012 Report are retail, estate management and security, restaurants, land transport, elderly homes, as well as laundry and dry cleaning services.

<sup>6</sup> Since employees with compensated overtime work and those with uncompensated overtime work are not mutually exclusive, the sum of the numbers and percentages of these two groups of employees are slightly higher than the corresponding figures of those with overtime work.

- the percentages of employees with compensated overtime work in the relatively long-working-hours sectors (8.8%) and lower-skilled occupational groups (7.9%) were higher than those in other sectors (6.7%) and higher-skilled occupational groups<sup>7</sup> (6.1%); and
- the proportion of employees with uncompensated overtime work in other sectors (22.1%) and higher-skilled occupational groups (34.1%) were appreciably higher than those in relatively long-working-hours sectors (8.2%) and lower-skilled occupational groups (10.5%).

10. The findings of the household survey also reveal that :

- of all employees, 88.6% (2 785 100) had their weekly hours of work specified in contracts/ agreements<sup>8</sup>, while 82.7% (2 598 700) had signed written employment contracts with their employers. The percentages of employees having signed written employment contracts with their employers in relatively long-working-hours sectors (79.0%) and in lower-skilled occupational groups (76.9%) were lower than that of all the employees (82.7%);
- of all employees, 61.1% (1 919 800) did not have the method of overtime compensation specified in their contracts/ agreements, while 36.1% (1 135 900) had entered into contracts/ agreements with the method of overtime compensation specified therein<sup>9</sup>; and
- among employees (775 400) with contracts/ agreements specifying overtime pay as overtime compensation, the commonest overtime pay rate was 1:1 (75.4%). For employees (554 300) with contracts/ agreements specifying time-off in lieu as the means of overtime compensation, the

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<sup>7</sup> Higher-skilled occupational groups refer to managers and administrators, professionals and associate professionals.

<sup>8</sup> Contracts/ agreements include written contracts/ oral agreements.

<sup>9</sup> In addition, 2.8% of employees were not sure if the method of overtime compensation had been specified in contracts/ agreements.

rate of 1:1 (95.4%) was also the commonest<sup>10</sup>.

11. The above survey findings suggest that more employees had signed written employment contracts with their employers, and more employees had their weekly hours of work specified in contracts/agreements. However, some employees still did not have written employment contracts or their weekly hours of work were not specified in contracts/agreements, and the method of overtime compensation was not specified in the contracts/agreements of relatively more employees. In addition, the numbers of contractual working hours and overtime hours (compensated or uncompensated) varied across sectors and jobs in different skill segments. Contractual/agreed working hours and weekly working hours of employees in relatively long-working-hours sectors and lower-skilled occupational groups were longer than those in other sectors and higher-skilled occupational groups. The first two categories of employees mainly belonged to the lower-income group; and most of their overtime work had been compensated and this was possibly related to the fact that their workload could be more clearly defined by working hours. In contrast, employees with uncompensated overtime work were mainly found in the higher-skilled occupational groups. This may be related to the greater difficulties in clearly defining or specifying their working hours owing to such factors like their job duties and work requirements. The generally higher income of these employees has, to some extent, reflected special nature of their work.

12. As to the objectives of a working hours policy, according to the findings of the household survey :

- the top three working hours policy objectives recognised by employees were “better work-life balance for employees” (37.5%), “protecting occupational safety and health” (27.7%) and “specifying compensation for overtime work” (19.0%); and

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<sup>10</sup> Since some employees had specified both overtime pay and time-off in lieu as their overtime compensation in their contracts/agreements and hence the two groups of employees with ‘contracts/agreements specifying overtime pay as overtime compensation’ and ‘contracts/agreements specifying time-off in lieu as overtime compensation’ are not mutually exclusive, their sum is larger than the number of employees with contracts/agreements specifying the method of overtime compensation.

- the top three working hours policy objectives recognised by employers were “protecting occupational safety and health” (32.7%), “better work-life balance for employees” (26.1%), and “maintaining a favourable business environment” (10.9%)

13. As regards the way forward of a working hours policy, each respondent was invited to answer “agree”, “disagree” or “no comment” to each approach<sup>11</sup> listed in the survey question. According to the survey findings, the approaches with which more employees agreed were<sup>12</sup> :

- “providing for stipulation of hours of work, overtime arrangements and overtime compensation in employment contracts” (93.7%);
- “by mutual agreements between employers and employees” (92.2%);
- “setting voluntary guidelines having regard to requirements of a sector” (89.7%);
- “setting maximum working hours” (75.8%); and
- “setting standard working hours” (67.1%).

14. The percentages of employees in relatively long-working-hours sectors and lower-skilled occupational groups agreeing with the approaches of “setting standard working hours” (69.3% and 69.1%) and “setting maximum working hours” (79.5% and 78.3%) were relatively higher than those of employees as a whole. Besides, 74.3% of all employees considered their working hours in the past seven days before enumeration “just right”, while 24.4% considered them “too long”. 69.9% of the latter group of respondents did not wish to have their

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<sup>11</sup> The approaches of a working hours policy listed in the question included “by mutual agreements between employers and employees”; “setting voluntary guidelines having regard to requirements of a sector”; “providing for stipulation of hours of work, overtime arrangements and overtime compensation in employment contracts”; “setting standard working hours (i.e. employees receive compensation when they work overtime beyond the number of standard working hours and there is no upper limit on overtime hours)”; and “setting maximum working hours (i.e. on top of standard working hours, employees’ normal working hours plus overtime hours cannot exceed the limit as legislated)”.

<sup>12</sup> The approaches with which employees disagreed most were: “setting standard working hours” (31.0%); “setting maximum working hours” (21.6%); “setting voluntary guidelines having regard to requirements of a sector” (8.7%); “by mutual agreements between employers and employees” (6.8%); and “providing for stipulation of hours of work, overtime arrangements and overtime compensation in employment contracts” (5.7%).

working hours reduced if their income would also decrease. Among all employees, 41.8% of them were willing to work more overtime if the overtime work would be reasonably compensated.

15. The survey reveals that the way forward of a working hours policy with which more employers agreed were<sup>13</sup> :

- “setting voluntary guidelines having regard to requirements of a sector” (87.4%);
- “by mutual agreements between employers and employees” (84.0%);
- “providing for stipulation of hours of work, overtime arrangements and overtime compensation in employment contracts” (81.9%);
- “setting standard working hours” (56.1%); and
- “setting maximum working hours” (42.6%).

16. Besides, according to the findings of the self-administered survey, the views of employees of selected professions/ occupations on the way forward on a working hours policy were generally consistent with the opinions of overall employees in the household survey :

- generally higher percentages of employees of the selected professions/ occupations agreed with the approaches of “providing for stipulation of hours of work, overtime arrangements and overtime compensation in employment contracts” (58.4% to 86.6%); “by mutual agreements between employers and employees” (60.8% to 77.9%), and “setting voluntary guidelines having regard to requirements of a sector” (52.4% to 70.9%); and
- in comparison, lower percentages of employees agreed with the approaches of “setting maximum working hours” (44.8% to 75.7%) and “setting standard working hours” (44.2% to

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<sup>13</sup> The approaches with which employers disagreed most were: “setting maximum working hours” (53.3%); “setting standard working hours” (40.4%); “providing for stipulation of hours of work, overtime arrangements and overtime compensation in employment contracts” (14.7%); “by mutual agreements between employers and employees” (14.5%); and “setting voluntary guidelines having regard to requirements of a sector” (11.1%).

67.9%).

**(c) *Public Engagement and Consultation Campaign***

17. As a working hours policy will carry widespread implications, and employers and employees of various sectors hold divergent views on whether SWH should be implemented through legislative means, SWHC considered it necessary to conduct a wide public engagement and consultation exercise to collect views on working hours issues and promote more informed discussion. To achieve this, SWHC conducted wide consultation in four directions, including the six relatively long-working-hours sectors mentioned in the 2012 Report (please refer to footnote 5), specific occupations/ professions, the general public, and other major industries and organisations. A consulting firm (the Consultation Consultant) was commissioned to assist with the public engagement and consultation, and analyse the views received.

18. SWHC conducted a public engagement and consultation exercise between 28 January and 31 July 2014. During this period, SWHC organised and participated in 40 consultation sessions, including consultation forums, symposia, meetings with individual organisations as well as community and workplace visits, and attended consultation activities upon invitation. Besides, during the public consultation period, SWHC received some 4 800 written submissions<sup>14</sup> from trade associations, labour organisations, enterprises and individuals by email, fax and letter, etc.

19. Apart from consultation activities, the Consultation Consultant conducted an opinion survey (the Opinion Survey) of working hours issues on randomly sampled members of trade associations and labour unions. Completed in end-September 2014, the Opinion Survey received a total of 1 507 opinion collection forms (750 from members of trade associations and 757 from members of labour unions) with a view to understanding their views on working hours issues.

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<sup>14</sup> Including pro-forma submissions in various forms expressing mostly the same views and suggestions.

20. According to information collected by the Consultation Consultant at the consultation activities, more employers and employees also recognised “protecting occupational safety and health” and “achieving work-life balance” as the major working hours policy objectives. Besides, some employees hoped that their overtime work would be entitled to additional wage compensation. Some employers opined that employees expecting reduction of working hours on one hand but wishing to have increases in overtime pay on the other would lead to inconsistent results; and the pay, fringe benefits and year-end bonus, etc., agreed by employers and employees had reflected the spirit of “more pay for more work”.

21. As to the major objectives of a working hours policy, the information collected from the above consultation activities was also generally consistent with the following findings of the Opinion Survey :

- the top three major working hours policy objectives chosen by labour union members were “enabling employees to attain a better work-life balance” (30%), “protecting occupational safety and health” (23%) and “specifying compensation for overtime work” (16%); and
- the top three major working hours policy objectives chosen by trade association members were “enabling employees to attain a better work-life balance” (17%), “protecting occupational safety and health” (17%) and “maintaining Hong Kong’s competitiveness” (14%).

22. As regards the impact of a working hours policy on the labour market, competitiveness and the business sector of Hong Kong, the major views collected by the Consultation Consultant during the period of consultation activities reflected that :

- in face of the current operating challenges of high rental, manpower shortage and competition from neighbouring regions, etc., the employer side expressed that legislating for working hours regulation and a higher level of overtime compensation would further increase business operating costs

and weaken enterprises' business generating capabilities. In contrast to large enterprises, the small and medium enterprises were less capable of adapting to working hours regulation and there were worries that the policy would lead to a further rise in the market share of large enterprises. Some employers worried that working hours regulation would aggravate the prevailing severe manpower shortage in the labour market, weaken enterprises' flexibility in manpower deployment and their ability to adapt to economic downturn; and

- the employee side, however, considered that rental was indeed the largest operating cost of enterprises. The increase in costs stemming from working hours regulation would in the long run become mild and be collectively borne by the whole community. The employee side expected that working hours regulation would also bring about positive benefits, e.g. facilitating employees to have more time to pursue further education and take rest, enhancing work efficiency, and encouraging enterprises to increase automation or undergo business upgrading in order to enhance their competitiveness, etc.

23. During the consultation activities, employers expressed that some enterprises might split certain longer-working-hours posts in case working hours regulation would lead to an increase in operating costs while the income of some employees might be reduced owing to the reduced working hours. Employers envisaged that lower-skilled jobs or those which could be handled by different workers concurrently would be more susceptible to work fragmentation. For higher-skilled posts and those involving duties which could not be readily shared out and requiring establishment of continuous relationships with clients, etc., the possibility of work fragmentation would be lower. However, the employee side considered that the number of part-time posts would not increase significantly, taking into account such factors as service demand and job nature.

24. As regards the coverage of a working hours regime, the major views collected by the Consultation Consultant during the period of

consultation activities reflected that :

- the employees expressed that if the legislation for working hours regulation would not apply to all sectors and occupations, it was likely to result in loopholes, weakening the protection for employees. Nevertheless, they agreed that the implementation of a working hours regime should take into account the operational circumstances of various sectors; and
- the employers objected to implementation of a uniform working hours standard and considered that different working hours arrangements were already in place in response to the work nature and requirements of different sectors or occupations. For example, the deliverables of some posts could readily be measured by time and the overtime work could clearly be identified (e.g. manual work). However, there were also posts the working hours of which could not be readily calculated (e.g. management, creative or customer-oriented) and their remuneration included revenue- or performance-based elements such as commission. While employers were generally of the view that it would be difficult to apply a one-size-fits-all model of working hours regulation, some of them tended to accept a working hours policy targeting at helping grassroots workers with relatively low income and with relatively weak bargaining power and who were required to work overtime without compensation.

25. According to the Opinion Survey, both members of trade associations and labour unions opined that in formulating a working hours policy, the “modes of operation of different sectors” and “work arrangement flexibility and Hong Kong’s competitiveness” were the two major factors needed to be considered<sup>15</sup>. In case an SWH regime with exemptions was implemented, the exemption criteria chosen by members of labour unions and trade associations were both in the order of :

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<sup>15</sup> Members of trade associations opined that the third major factor was “the impact on the business sector as a whole and particularly on the small and medium enterprises”, while members of labour unions opined that the third major factor was “the working hours policy objectives of Hong Kong”.

- “industry/ sector” (49% for labour union members and 71% for trade association members);
- “occupation/ job responsibility” (42% for labour union members and 62% for trade association members); and
- “salary level” (30% for labour union members and 40% for trade association members).

Besides, 5% of members of trade associations and 19% of members of labour unions opined that no exemption should be provided.

26. On the way forward on a working hours policy, according to the major views collected by the Consultation Consultant during the period of consultation activities, employees generally expressed their aspirations for legislating for working hours regulation, and expressed that in view of the unequal status between employers and employees, legislation was the only effective means to protect employees’ rights. The labour organisations generally suggested a weekly SWH at 44 hours, overtime compensation at 1.5 times of the basic pay rate and conferring employees the right to choose to work overtime, while some organisations expressed that MWH should be set at 50 to 72 hours per week.

27. Employers in general strongly objected to introduction of uniform working hours legislation in Hong Kong, as employees of different sectors, occupations and skill levels, etc. could hardly follow a single model of working hours regulation owing to their widely varied working hours situations. Employers considered that clearly stipulated employment contracts would already suffice in achieving working hours arrangements as mutually agreed by employers and employees. They tended to accept formulation of voluntary working hours guidelines according to the needs of different sectors.

28. In the Opinion Survey, the respondent members of labour unions and trade associations had to choose whether and, if so, how the current working hours regime should be changed (respondents could choose

more than one option)<sup>16</sup>. According to results of the Opinion Survey, more labour union members chose options in the order of :

- “requiring employers and employees to specify hours of work, overtime arrangements and overtime compensation in employment contracts” (55%);
- “legislating for standard working hours” (49%);
- “legislating for maximum working hours” (34%);
- “individual sectors setting their own voluntary guidelines” (31%);
- “no need to change the existing regime under which employers and employees are at liberty to agree on working hours arrangements” (14%); and
- “no comment” (11%).

29. More members of trade associations chose options in the order of :

- “no need to change the existing regime under which employers and employees are at liberty to agree on working hours arrangements” (62%);
- “individual sectors setting their own voluntary guidelines” (51%);
- “requiring employers and employees to specify hours of work, overtime arrangements and overtime compensation in employment contracts” (38%);
- “legislating for standard working hours” (11%);
- “no comment” (9%); and
- “legislating for maximum working hours” (8%).

30. In the Opinion Survey, comparing to SWH, the respondent members of labour unions and trade associations expressed lower degree of support for and stronger opposition to MWH :

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<sup>16</sup> The options set out in the relevant questions included “no need to change the existing regime under which employers and employees are at liberty to agree on working hours arrangements”; “individual sectors setting their own voluntary guidelines”; “requiring employers and employees to specify hours of work, overtime arrangements and overtime compensation in employment contracts”; “legislating for standard working hours”; “legislating for maximum working hours”; “other suggestions”; and “no comment”.

- 75% of labour union members and 48% of trade association members opined that SWH was suitable for Hong Kong, but 14% of labour union members and 42% of trade association members opined that SWH was not suitable; and
- 46% of labour union members and 22% of trade association members opined that MWH was suitable for Hong Kong, but 37% of labour union members and 67% of trade association members opined that MWH was not suitable.

**(d) *Evidence-based discussion***

31. SWHC already completed wide public consultation and a comprehensive working hours survey last year. The consulting firms had reported the findings of the public consultation and working hours survey to SWHC's two working groups last December as scheduled. Taking into account the comments of SWHC members, the consulting firms are finalising their reports for SHWC's perusal.

32. Having regard to the outcomes of the two working groups, SWHC has endorsed the setting up of a task force at its meeting in January 2015 to further explore directions of a working hours policy and the further work of SWHC for SWHC's discussion. Given the complicated and controversial nature of working hours issues, SWHC is extensively reviewing the various public views and detailed working hours statistics collected with a view to building consensus and identifying working hours policy options suitable for Hong Kong.

**Conclusion**

33. SWHC has since its establishment worked at full steam to complete an enormous amount of work and will continue to work expeditiously with a view to completing its work as soon as possible and submitting its report to the Government in the first quarter of next year as scheduled.

## **For Members' Information**

34. Members are invited to note the content of this paper.

Labour and Welfare Bureau

Labour Department

March 2015

## Membership of the Standard Working Hours Committee (SWHC)

### Chairperson

Dr The Hon Leong Che-hung, GBM, GBS, JP

### Non-official members

Dr Jane Lee Ching-yee, JP

Mr Ma Ho-fai, SBS, JP

Prof Chong Tai-leung

Prof Joe Leung Cho-bun, MH, JP

Ms Susanna Chiu Lai-kuen, MH

Mr Lau Chin-shek, JP

Dr Kevin Lau Kin-wah, JP

Prof Raymond So Wai-man, JP

### Members of the Labour Advisory Board as ex-officio members<sup>17</sup>

Mr Emil Yu Chen-on

Ms Wong Siu-han

Mr Ho Sai-chu, GBS, JP

Mr Ng Chau-pei

Mr Chau Siu-chung

Mr Irons Sze, JP

Mr Cheung Sing-hung, BBS

Ms Chan So-hing

Dr Kim Mak Kin-wah, BBS, JP

Mr Leung Chau-ting

Mr Stanley Lau Chin-ho, SBS, MH, JP

### Members who are public officers

Permanent Secretary for Labour and Welfare

Commissioner for Labour

Government Economist

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<sup>17</sup> The Labour Department held the Labour Advisory Board (LAB) By-election of Employee Representative for the 2015-2016 term on 14 March 2015 to fill the vacancy of an employee representative of the current LAB term. The newly elected employee representative will also sit on SWHC as an ex-officio member by virtue of his LAB membership.