

**立法會**  
**Legislative Council**

LC Paper No. CB(2)895/17-18  
(These minutes have been seen  
by the Administration)

Ref : CB2/PL/MP

**Panel on Manpower**

**Minutes of meeting**  
**held on Tuesday, 16 January 2018, at 4:30 pm**  
**in Conference Room 3 of the Legislative Council Complex**

**Members present** : Hon KWOK Wai-keung, JP (Chairman)  
Dr Hon Fernando CHEUNG Chiu-hung (Deputy Chairman)  
Hon LEUNG Yiu-chung  
Hon WONG Kwok-kin, SBS, JP  
Hon Michael TIEN Puk-sun, BBS, JP  
Hon Frankie YICK Chi-ming, SBS, JP  
Hon YIU Si-wing, BBS  
Dr Hon KWOK Ka-ki  
Hon POON Siu-ping, BBS, MH  
Dr Hon CHIANG Lai-wan, JP  
Hon Andrew WAN Siu-kin  
Hon CHU Hoi-dick  
Hon Jimmy NG Wing-ka, JP  
Hon HO Kai-ming  
Hon SHIU Ka-fai  
Hon SHIU Ka-chun  
Dr Hon Pierre CHAN  
Hon LUK Chung-hung  
Hon Jeremy TAM Man-ho

**Public Officers attending** : Item III  
Ms Angelina KWAN Yuen-yee  
Head, Policy and Project Co-ordination Unit  
Chief Secretary for Administration's Private Office

Ms Emily MO Yuen-ching  
Deputy Head, Policy and Project Co-ordination Unit  
Chief Secretary for Administration's Private Office

Mr Daniel FONG Siu-wai  
Principal Assistant Secretary for Labour and Welfare  
(Manpower)

Item IV

Mr Carlson CHAN Ka-shun, JP  
Commissioner for Labour

Mr Charles HUI Pak-kwan, JP  
Assistant Commissioner for Labour  
(Employment Services)

Ms Catherine LAW Sui-fong  
Senior Labour Officer (Employment Services) (Policy)  
Labour Department

Mr Daniel LEUNG Kwok-keung  
Senior Labour Officer (Selective Placement)  
Labour Department

**Clerk in attendance** : Miss Betty MA  
Chief Council Secretary (2) 1

**Staff in attendance** : Ms Rita LAI  
Senior Council Secretary (2) 1

Miss Lulu YEUNG  
Clerical Assistant (2) 1

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**I. Information papers issued since the last meeting**  
(LC Paper Nos. CB(2)643/17-18(01) and CB(2)670/17-18(01))

Members noted that the following papers had been issued since the last meeting:

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- (a) letter dated 4 January 2018 from Dr Fernando CHEUNG suggesting the Panel to discuss issues relating to outsourcing government services and the protection for employees of service contractors; and
- (b) joint letter dated 8 January 2018 from Mr HO Kai-ming and Mr LUK Chung-hung suggesting the Panel to discuss issues relating to outsourcing government services and the protection for employees of service contractors.

2. The Chairman advised that the subject of protection of employees of outsourced service contractors had been included in the Panel's list of outstanding items for discussion and the Administration had been requested to provide response to the two abovementioned letters. Dr CHIANG Lai-wan and Mr LUK Chung-hung were of the view that the Panel should discuss the subject as soon as practicable. The Chairman said that members might wish to consider the matter under agenda item II.

**II. Date of next meeting and items for discussion**  
(LC Paper Nos. CB(2)671/17-18(01) and (02))

Regular meeting in February 2018

3. The Chairman informed members that in the light of wide concern about the protection for employees of government service contractors, he had liaised with the Secretary for Labour and Welfare ("SLW") to discuss the related issues at the February meeting. Members agreed that the Panel should discuss the subject at the next meeting in February 2018.

4. Members further agreed to discuss "Enforcement of labour legislation by the Labour Administration Branch of the Labour Department", as proposed by the Administration, at the next regular meeting on 26 February 2018.

Item proposed for discussion at a future meeting

5. Dr KWOK Ka-ki suggested that the Panel should discuss the arrangement and support for rehabilitation services for employees who sustained work injuries as soon as practicable. The Chairman said that the subject had already been included in the Panel's list of outstanding items for discussion.

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**III. Establishment of a Human Resources Planning and Poverty Co-ordination Unit under the Chief Secretary for Administration's Private Office**

(LC Paper Nos. CB(2)671/17-18(03) and (04))

6. At the invitation of the Chairman, Head of the Policy and Project Co-ordination Unit ("Head/PPCU") of the Chief Secretary for Administration's Private Office ("CSPO") briefed members on the setting up of a Human Resources Planning and Poverty Coordination Unit ("HRPPCU") under CSPO and sought members' views on the proposal to create supernumerary posts of one Administrative Officer Staff Grade B ("AOSGB") (D3) and one Administrative Officer Staff Grade C ("AOSGC") (D2) as Head and Deputy Head of HRPPCU respectively from 1 April 2018 to 30 June 2022.

7. Members noted an information note entitled "Establishment of a Human Resources Planning and Poverty Co-ordination Unit under the Chief Secretary for Administration's Private Office" prepared by the Legislative Council ("LegCo") Secretariat.

Establishment of a Human Resources Planning and Poverty Coordination Unit

8. Dr CHIANG Lai-wan said that the Democratic Alliance for the Betterment and Progress of Hong Kong welcomed the establishment of HRPPCU to provide essential support on coordination work in human resources planning, population policy and poverty alleviation. Mr YIU Si-wing, Mr HO Kai-ming and Mr LUK Chung-hung expressed similar views.

9. Mr Andrew WAN sought clarification about the financial implications of setting up of the proposed HRPPCU under CSPO. Head/PPCU explained that the proposed creation of the two supernumerary directorate posts as the respective Head and Deputy Head of HRPPCU would bring about an additional notional annual salary cost at mid-point of \$4,526,400. The additional full annual average staff cost, including salaries and staff on-cost, was \$6,446,000. For the 10 non-directorate civil service posts in HRPPCU, the additional notional annual salary cost at mid-point was \$7,343,820 and the full annual average staff cost, including salaries and staff on-cost, was \$9,564,000.

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10. Noting that HRPPCU was to be set up on a time-limited basis and its tenure would be co-terminous with the Fifth Term Government, i.e. until 30 June 2022, Mr YIU Si-wing expressed concern about the continuity of the work to be undertaken by HRPPCU. He asked whether consideration would be given to creating two permanent directorate posts in HRPPCU.

11. Head/PPCU said that the Administration would ensure the continuity of its work. She believed that the Chief Secretary for Administration ("CS") of the next term Government would consider and decide the suitable support structure and manpower for him/her to undertake the policy coordination in human resources planning, population policy and poverty alleviation.

12. Mr LEUNG Yiu-chung cast doubt about the effectiveness of HRPPCU in strengthening the coordination and cooperation across government bureaux and departments and providing "one-stop" consultation and coordination services in relation to population policy and poverty alleviation, having regard to the fact that the new Commission for the Planning of Human Resources ("CPHR") would be an advisory body only.

13. Head/PPCU said that to enhance effectiveness and avoid duplication of work, the new CPHR under the chairmanship of CS would encompass and consolidate the functions of the Steering Committee on Population Policy ("SCPP") and the existing Manpower Development Committee chaired by SLW. The work of SCPP had laid a good foundation for the new CPHR to tackle the human resources challenges. The high-level CPHR would work closely with the relevant bureaux to consolidate the resources and efforts of the Government and various sectors to take forward policies on human resources to cater for the development needs of Hong Kong. The proposed HRPPCU would support CS and CPHR to undertake various work plans in this regard. Head/PPCU further remarked that, with a similar set-up in the last term of Government, PPCU was able to render effective and timely support for government-wide coordination in policy formulation in the areas of population policy and poverty alleviation with concrete deliverables.

Human resources planning

14. Expressing concern about the problem of mismatch in manpower requirement and supply, Dr CHIANG Lai-wan asked whether CPHR would improve the existing projection for manpower supply and

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requirements in specific trades and industries so as to facilitate policy formulation and better information flow for the workforce.

15. Head/PPCU said that the Head of HRPPCU would lead a multi-disciplinary team, involving professional colleagues from the grades, such as the Government Economist and Statisticians, to provide CPHR with the necessary support and assistance in coordinating and planning for projections, studies and researches pertaining to human resources planning to obtain more comprehensive labour force data to supplement the existing broad-based manpower projections. These work would enhance the availability and accessibility of manpower data, resources and information on the development opportunities and needs to facilitate more effective policy formulation process by the Administration and the making of informed decisions on the career, training and education by workers and students, as well as the planning and provision of education and training courses by training institutes and organizations to meet the evolving development and human resources needs.

16. Mr LUK Chung-hung remarked that it was essential for the Administration to optimize the full potential of the local workforce, including some 500 000 female homemakers. Mr LUK also appealed to Administration to include representatives from the labour sector in CPHR. Mr HO Kai-ming called on the Administration to improve the subsidized child care services so as to help unleash the female workforce.

17. Head/PPCU said that the Administration had all along been implementing a series of measures to foster a family-friendly culture in employment and encouraging employers to provide flexible work arrangements to help working mothers balance family and work commitments so as to unleash female workforce as well as facilitate elderly employment. With various efforts in place, there was an increase in the labour force participation rate of females aged 25 to 64 from 61.1% in 2006 to 64.2% in 2016. Head/PPCU added that the composition of CPHR would strive to draw representatives from various sectors as appropriate. The Administration would take note of Mr LUK Chung-hung's suggestion on the membership of CPHR.

18. Mr SHIU Ka-chun expressed dissatisfaction at the deficiency of the Administration's manpower planning in various professions and sectors, resulting in shortage of medical staff and workers in the residential care homes for the elderly ("RCHEs").

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19. Mr HO Kai-ming considered that CPHR should study the problem of lack of upward mobility among the younger generation. Mr Frankie YICK was of the view that the Government should develop a high value-added economy to facilitate upward mobility of the local employees. He appealed to the Government to play a more proactive role in working out a development framework for specific industries and provision of appropriate manpower training.

20. Head/PPCU responded that CPHR would consolidate the resources and efforts of the Government and various sectors and collectively formulate, examine, co-ordinate and take forward policies to ensure that the human resources would cater for the development needs of Hong Kong. External consultancy teams and academic institutions would be commissioned to conduct specific thematic studies if so required. CPHR would also advise the Government on manpower issues, including vocational training, training and retraining, manpower projection, etc.

21. In response to Mr HO Kai-ming's enquiry about how CPHR would work with the Committee on Innovation, Technology and Re-industrialization, Head/PPCU said that CPHR would comprise relevant Directors of Bureaux as members. Their participation would ensure effective interface of different policy areas in the Commission's deliberation and discussions.

22. Mr CHU Hoi-dick called on the Administration to take into account the employment opportunities, geographical characteristics and population profile of individual districts in formulating manpower planning and support services at district level. Head/PPCU took note of Mr CHU's view.

Population policy

23. Mr Jeremy TAM enquired whether the Administration would consider conducting a review of the daily quota of 150 for the Permits for Proceeding to Hong Kong and Macao (commonly known as One-way Permits ("OWPs")).

24. Head/PPCU pointed out that the application, approval and issuance of OWPs fell within the remit of the Mainland authorities as stipulated in Article 22 of the Basic Law. The OWP Scheme allowed Mainland residents to come to Hong Kong for family reunion in an orderly manner. It was noteworthy that cross-boundary marriages represented over 30% of

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the registered marriages in Hong Kong. There was a continued need for OWP Scheme to allow Mainland spouses to come to Hong Kong for family reunion. The current daily quota of 150 was appropriate for this purpose. The Government did not see the need to request the Mainland authorities to alter the existing OWP Scheme or approval arrangements. Head/PPCU further said that new arrivals coming to Hong Kong under the OWP Scheme were a major source of population growth in Hong Kong in the foreseeable future.

25. Mr Jeremy TAM expressed concern that ineligible applicants would apply for OWPs by means of bogus cross-boundary marriages. Head/PPCU advised that the Immigration Department had maintained close liaison with the Mainland authorities in respect of verification of OWP applications on a case-by-case basis. As a matter of fact, there were prosecutions against bogus marriages in the past years.

26. Mr CHU Hoi-dick said that the Administration should put in place an indicator for triggering off a review of the daily quota of the OWP Scheme. Head/PPCU said that the OWP Scheme was under the purview of the Security Bureau ("SB") and she would convey members' views to SB.

27. Noting that the Labour and Welfare Bureau ("LWB") had commissioned a consultancy study on the feasibility of drawing up a talent list to attract high-quality talent to support Hong Kong's development as a high value-added and diversified economy ("the study"), Mr POON Siu-ping asked whether the study would be overlapping with CPHR's work. Head/PPCU said that the consultancy commissioned by LWB was ongoing and would be completed in a few months' time. LWB would consult CPHR on the draft talent list when it was established. Head/PPCU did not see that the Commission's work would overlap with LWB's ongoing work on drawing up the talent list.

28. Mr POON Siu-ping noted with concern that CPHR would, among others, explore how the current talent admission regime could be enhanced. He was concerned that this would pave way for expanding the importation of labour. Expressing a similar concern, Mr LUK Chung-hung said that the Hong Kong Federation of Trade Unions would not support the expansion of importation of labour.



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29. Pointing out the low unemployment rate of around 3% in Hong Kong, Mr YIU Si-wing and Mr Frankie YICK, however, held the view that there was a need to explore importation of labour to address the manpower shortage in certain trades and industries, such as elderly care services, marine operation, professional drivers and construction industry.

30. Head/PPCU responded that CPHR was a high-level committee to review and examine the human resources planning issues from a macro and holistic perspective. Upgrading and upskilling of the local workforce would be a key area that the Commission would focus on. As part of the overall scheme of things, the Commission could also explore improvements to the talent admission regimes and the mechanism on importation of workers. Head/PPCU stressed that the Government would uphold the principle of according employment priority to local workers and engage relevant stakeholders when exploring proposed measures on an appropriate and limited scale.

31. Referring to paragraph 10 of the Administration's paper, Mr POON Siu-ping sought information on how the platform could facilitate people of various ages and backgrounds to make informed decisions on their career choices, learning pathways and development trajectories. He asked whether information relating to the Qualifications Framework and vocational education would also be provided.

32. Head/PPCU responded that the proposed HRPPCU would support CPHR to collate researches and studies to gather more labour force data and information covering various sectors and organizations from both within and outside the government and put in place an online platform which integrated information for human resources development. There were similar platforms in overseas countries, including Singapore and some European countries, which provided integrated information on further studies and training, market development trends and employment opportunities.

Poverty alleviation

33. Dr KWOK Ka-ki was gravely dissatisfied with the Government's poverty alleviation work having regard to the increasing number of the elderly living in poverty. Dr KWOK also expressed regrets that the Administration had taken unduly long time to study the subject of retirement protection. Notwithstanding that the Commission on Poverty ("CoP") had commissioned the research team led by Professor

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Nelson CHOW to study the future development of retirement protection in Hong Kong, the Government refused to take on board the recommendations of the research report and implement a universal non-means-tested retirement protection scheme in Hong Kong. Mr SHIU Ka-chun expressed strong dissatisfaction that the Administration had neither adopted the recommendations in the research report nor put forward a specific recommendation on how to improve the retirement protection system after the launching of the six-month public engagement exercise on retirement protection in December 2015. Dr KWOK and Mr SHIU said that they would not support the Administration's proposal to create the two supernumerary directorate posts as Head and Deputy Head of HRPPCU, if the Administration reserved its stance on implementing a non-means-tested universal retirement protection scheme.

34. Mr Frankie YICK said that the Liberal Party opposed the implementation of a universal non-means-tested retirement protection scheme. Instead, resources should be directed to the needy elderly to ensure they could lead a financially secured retirement life.

35. Head/PPCU responded that CoP had examined thoroughly the findings and recommendations of the research report. To facilitate CoP's study on the future direction of retirement protection in Hong Kong, it conducted a six-month public engagement exercise which ended in June 2016. The Government had commissioned an independent consultant to collate, consolidate and analyze all the views received during the public consultation exercise. It was noteworthy that the views were divided as to whether the "regardless of rich or poor" or "those with financial needs" principle should be adopted to improve the retirement protection system. Having regard to the views collected from the public engagement exercise, the Administration subsequently proposed a series of initiatives to strengthen the existing multi-pillar retirement protection system, including enhancements made to the Old Age Living Allowance ("OALA"), Health Care Voucher and various other elderly services, like medical care services. Moreover, the proposed annuity scheme would also strengthen the voluntary savings pillar. The proposed HRPPCU would support CS and CoP to continue the ongoing commitments and projects relating to poverty alleviation and monitor the effectiveness of the announced initiatives in improving the living of the elderly in need.

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36. Dr CHIANG Lai-wan expressed appreciation of the Administration's poverty alleviation work and welcomed the enhancements to OALA for needy elderly persons.

37. Mr CHU Hoi-dick asked whether the Administration would consider introducing rent control to alleviate the living cost of low-income families. Head/PPCU responded that CoP had considered the issue and was of the view that introducing tenancy control measures under the current tight housing supply situation would not be in the interest of the households concerned and the general public. CoP did not decide to proceed with a study on the introduction of tenancy control. Head/PPCU advised that Mr CHU might wish to approach the Transport and Housing Bureau for his suggestion of conducting a study on the matter.

38. The Deputy Chairman was concerned how the setting up of HRPPCU could help address the poverty situation of ethnic minorities ("EMs") and persons with disabilities. He took the view that dedicated survey on the EM community should be conducted to better understand their needs.

39. Mr Andrew WAN was concerned about provision of support for EMs, which was seldom addressed in the population policy. Given that community services for EMs were currently provided by different bureaux/government departments, he was concerned whether HRPPCU would coordinate the provision of "one-stop" services for EMs.

40. Head/PPCU responded that the proposed HRPPCU would be a multi-disciplinary team to provide support in taking forward important policy subjects on human resources planning, population policy and poverty alleviation, including support for EMs. In the 2017 Policy Address, the Chief Executive put forward a series of measures to strengthen support for EMs and persons with disabilities. Head/PPCU added that based on the findings of the 2016 Population By-census, the Economic Analysis and Business Facilitation Unit and the Census and Statistics Department was compiling an updated analysis on the poverty situation of EMs, which would be ready later this year. In addition, on the recommendation of the Special Needs Groups Task Force under CoP, the Administration had conducted a dedicated study to collect information on the awareness and satisfaction of EMs towards certain key public services. It was expected that specific recommendations on how to better respond to the special needs of EMs would be put forth in the

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study so as to ensure equal access to public services for EMs to facilitate their integration into society. Head/PPCU assured members that the Administration would monitor the poverty situation of EMs in Hong Kong on a continuous basis.

41. Noting that the eligible age for the elderly Comprehensive Social Security Assistance would be raised from 60 to 65, the Deputy Chairman expressed concern about employment support services for elderly persons aged between 60 and 64. He appealed to the Administration to strengthen the support for elderly employment.

42. In concluding the discussion, the Chairman called on the Administration to take heed of concerns and views expressed by the members regarding manpower resources planning and provision of appropriate training for enhancing the quality of local talents. The Chairman then invited members' views on whether they supported in principle the Administration's submission of its proposal to the Establishment Subcommittee ("ESC"). As there were divided views among members, the Chairman put to vote the question that the Panel supported in principle the Administration's submission of its proposal to ESC. The Chairman declared that six members voted in favour of and two members voted against the question, and three members abstained from voting. He concluded that the Panel supported in principle the Administration's submission of its proposal to ESC.

**IV. Latest development in the employment services of the Labour Department**

(LC Paper Nos. CB(2)671/17-18(05) and (06))

43. At the invitation of the Chairman, Commissioner for Labour ("C for L"), briefed members on the latest development in the employment services of the Labour Department ("LD").

44. Members noted an updated background brief entitled "Employment services of the Labour Department" prepared by the LegCo Secretariat.

Recruitment services

45. Referring to the record high of 1 419 270 job vacancies in the private sector in 2017, Mr LEUNG Yiu-chung was concerned about the accuracy of the number and employment information of these job

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vacancies. He pointed out that under the Supplementary Labour Scheme ("SLS"), employers could be allowed to apply for importation of workers if they were unable to recruit local workers to fill their job vacancies. To meet this requirement, some employers, especially those of RCHEs, would first place job vacancies in LD with no intention to recruit local job seekers to fill the vacancies, and then apply for labour importation.

46. Assistant Commissioner for Labour (Employment Services) ("AC for L (ES)") advised that LD staff would verify the job vacancy and employment information provided by employers, including compliance of the employment terms and conditions with statutory requirements and whether the employers held a valid Business Registration Certificate. Employers should also ensure that the information so provided was true and based on genuine recruitment needs. Information on all job vacancies was made public on LD's website. Should there be complaints concerning inaccurate information contained in the job vacancies, LD would duly follow up.

47. Mr HO Kai-ming pointed out that although 946 district-based job fairs and 641 industry-based job fairs were organized in 2017, and had attracted 24 112 and 23 019 job seekers respectively, the attendance of each event was on average about 25 to 35 job seekers only. Mr HO cast doubt about the effectiveness of these job fairs. He also expressed concern that employers could, in light of the unsatisfactory response, apply for importation of labour under SLS. He urged the Administration to safeguard the employment opportunities of local workers.

48. C for L advised that the overall response of job fairs was satisfactory. LD would continue to facilitate local construction workers to find jobs and employers of the industry to recruit workers through the Construction Industry Recruitment Centre. As regards importation of labour, C for L stressed that it had always been the Government's policy to accord employment priority to local workers, and to safeguard their salaries and benefits. Employers were required to launch a four-week open recruitment exercise for each fresh application under SLS. Employers would be allowed to import labour only if they met the vetting criteria under SLS, including, among others, the four-week open recruitment exercise. LD would strictly vet all SLS applications.

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Support for job seekers with employment difficulties

*Employment support for ethnic minorities*

49. Mr CHU Hoi-dick noted with concern that although interpretation service was introduced to 2 844 EM job seekers in 2017, such service was arranged on 20 occasions only and that 1 036 EM job seekers had registered for LD's employment services in the same year. He expressed concern about whether the small number of EM job seekers who had registered for LD's employment services was attributed to the low usage of interpretation service by EM job seekers. Mr CHU then sought information on the proportion of the 1 036 EM job seekers who had secured employment through LD's employment services and whether the rate was lower than the overall placement rate. Mr CHU called on the Administration to strengthen its employment support for EMs.

50. C for L responded that staff at LD's job centres/industry-based recruitment centres would proactively introduce free interpretation service to EM job seekers. Notwithstanding this, most of the EM job seekers did not require the service as they could communicate in English or Chinese, while some of them were assisted by accompanying friends. Nevertheless, LD would continue to make arrangements with non-governmental organizations ("NGOs") to provide interpretation service for EM job seekers who spoke neither Chinese nor English.

51. AC for L (ES) added that the vast majority of vacancies advertised through LD were made available on LD's Interactive Employment Service webpage and were open for direct application by job seekers. Job seekers could obtain the relevant job vacancy information and employers' contact means through the webpage. In applying for these vacancies, they needed not register with LD or report their application result to LD. LD therefore was not able to capture the placement figures in full for all registered EM job seekers. That said, LD was able to record 151 job offers to EM job seekers made by employers through LD's referral service in 2017.

52. Noting that LD had engaged two employment assistants who were proficient in EM languages at Kowloon West Job Centre in Sham Shui Po and Employment in One-stop in Tin Shui Wai, Mr POON Siu-ping enquired about the effectiveness of the arrangement in strengthening employment support for EM job seekers.

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53. AC for L (ES) responded that the employment assistants had partnered with experienced employment officers in providing personalized employment services for EM job seekers. Moreover, these employment assistants conversant with EM languages and cultures were able to identify suitable vacancies in the job market for EM job seekers as well as help LD proactively reach out to and encourage EMs with employment needs to make use of LD's employment services.

*Employment support for elderly job seekers*

54. Mr POON Siu-ping sought information on the number of participants of the Employment Programme for the Middle-aged ("EPM") and asked whether consideration would be given to adjusting upwards the amount of the on-the-job training allowance provided to the employers to encourage them to engage more mature job seekers. C for L said that about 2 500 to 2 900 placements of middle-aged and elderly job seekers were recorded under EPM each year from 2015 to 2017.

55. In the absence of legislation for statutory retirement age, the Chairman called on the Administration to step up its efforts in promoting employment of elderly persons, including encouraging employers to provide flexible work arrangements and part-time jobs.

*Services for job seekers with disabilities*

56. Mr POON Siu-ping asked about the consideration factors for extending the work adaptation period from two months to three months under the Work Orientation and Placement Scheme ("WOPS"). C for L said that employment of about 40% of job seekers with disabilities under WOPS had been terminated in the first three months. Those who had stayed for more than three months were more likely to be able to sustain in employment. To encourage employers to offer employment opportunities to job seekers with disabilities and to assist these job seekers to settle in their new jobs, the work adaptation period during which employers would be granted a higher rate of allowance would be extended from two months to three months.

57. Pointing out that an allowance up to eight months was payable to employers of job seekers with disabilities under WOPS, the Deputy Chairman was concerned about the number of WOPS participants who would have stayed in employment after the expiry of the eight-month allowance period and whether there were any follow-up services for these

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participants. He sought information on the monthly retention rate of WOPS participants in the past five years.

58. C for L advised that about one-third of the participants had remained in the same post at the ninth month of employment under WOPS. Through follow-up services, LD noted that most of the termination cases involved participants quitting the job on their own accord due to various reasons.

59. The Deputy Chairman expressed grave concern about the low retention rate of WOPS. It was also noted from the Director of Audit's Report No. 65 that over 60% of the students of the Vocational Training Council Shine Skills Centres graduated in 2013-2014 who were engaged in open employment had only worked for a period of eight months or less. Some of their employment could be under WOPS. The Deputy Chairman urged the Administration to study the reason for the low retention rate and follow up with the employment status of WOPS participants. To further promote the employment of persons with disabilities, the Deputy Chairman was of the view that the Government should take the lead to recruit more employees with disabilities in the civil service.

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60. The Chairman and the Deputy Chairman called on the Administration to conduct a review on the effectiveness of WOPS. At their request, the Administration agreed to provide the number of participants of WOPS in the past five years and information on their employment status and income.

*Employment support for young people with acute employment difficulties*

61. Mr SHIU Ka-chun welcomed that LD had regularized and enhanced the time-limited employment project "Action S5" by implementing a new project named "Career Kick-start" in the second quarter of 2017 to offer on-the-job training of 12 months' duration to young people with acute employment difficulties through placements in NGOs so as to strengthen the employment support to these young people. Although LD had also increased the allowance for pre-employment training courses (from \$50 to \$70 per day) and workplace attachment training (from \$3,000 to \$4,500) to encourage young people to join the Youth Employment and Training Programme ("YETP"), Mr SHIU was concerned about the job nature of the placements and whether such experience could help them secure employment with better remuneration.



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62. C for L explained that the objective of placing young people in NGOs under "Career Kick-start" was to enable these young trainees with acute employment difficulties to gain work experience and enrich their personal credentials for seeking employment in the open market. NGOs would help the trainees develop and equip themselves with necessary employment-related training such as basic social skills and job seeking skills so as to enhance their employability. AC for L (ES) added that trainees undergoing on-the-job training under YETP received an average monthly salary of some \$5,700 in 2009-2010 which had significantly been increased to some \$9,500 in 2017-2018 (as at December 2017). Special employment projects in various fields like aviation and e-learning were launched from time to time to meet the aspirations of young people and help them build their career path in different trades/industries. Mr SHIU Ka-chun requested and the Administration agreed to provide after the meeting information on the employment earnings of YETP trainees during on-the-job training.

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63. There being no other business, the meeting ended at 6:32 pm.

Council Business Division 2  
Legislative Council Secretariat  
15 February 2018