














一九九八年施政報告
教育統籌局施政方針
1998 Policy Address
Policy Objectives
Education and Manpower Bureau
簡報會
Briefing Session
教育統籌局局長王永平先生
Mr. Joseph W P Wong
Secretary for Education and Manpower
一九九八年十月十二日
12 October 1998

Investing in Our Human Capital



-  Easing Unemployment
-  Funding for Employee's Retraining Board
-  Strengthen Vocational Training and Education
-  Manpower Training for Construction Industry
-  Enhance Existing Manpower Forecasting Mechanism
-  Efficient Employment Services
-  Promote Good Employer/Employee Relation
-  Employee's Rights and Benefits
-  Strengthen Safety and Health at Work

Easing Unemployment

-  The Task Force on Employment was set up in June; since then, a series of measures for easing unemployment are well underway.
-  From June to September, the Labour Department managed to find jobs for over 17 000 people.
-  According to recent assessment, there will be some 100 000 new jobs in labour market from mid-1998 to end-1999. Of these, some 15 000 have been created by mid-September.
-  We will produce a comprehensive update on this job creation assessment by end of this year.






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Funding for Employees' Retraining Board

-  The Government will provide another capital grant of \$500 million to Employees' Retraining Board (ERB), to ensure that it will have adequate funds to expand its training capacity and improve the quality of its training programmes for the unemployed over the next few years.
-  Including this capital grant, total Government grant to ERB will amount to \$1.6 billion.



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Funding for Employees' Retraining Board

-  To ease unemployment, ERB will:-
 -  *expand its total training capacity by 6 000 to 79 000 and increase its total training expenditure to \$396 million in 1998/99*
 -  *adopt a more pro-active strategy in identifying job vacancies for developing special tailor-made retraining programmes*
 -  *set up a "One-stop" unit to improve the quality of its services for both the unemployed and employers*
-  With the \$500 million capital grant, ERB will have some \$800 million to implement its training programmes with effect from 1 April 1999


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Strengthen Vocational Training and Education

-  The Vocational Training Council's (VTC) existing two Technical Colleges (TCs) and seven Technical Institutes (TIs) will be integrated by the year 2001-02 into one single academic and training structure, the Institute of Vocational Education (IVE), to enhance VTC's cost-effectiveness and responsiveness.
-  A new wing costing \$80 million will be constructed by 2001-02 at VTC's Shatin Technical Institute to provide 1 000 additional places to meet future demand.

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Strengthen Vocational Training and Education


 We shall enhance the VTC's Information Technology infrastructure and services by providing VTC with \$176 million over a period of three years to:-

-  *improve the ratio of Personal Computer (PC) to student in the technical institutions from 1:9 to 1:5 in general, and 1 PC to 3 students in computer disciplines*
-  *provide more Internet access accounts*
-  *enhance use of IT as a mode of instruction to provide students with interesting, interactive learning techniques, and access to course information which is not available in any other form*

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Strengthen Vocational Training and Education


 We shall develop a qualifications framework for VTC's programme and Employees Retraining Board's (ERB) retraining programme to provide an education training ladder for the employed and the unemployed. The initial proposals will be drawn up by end 1999.

 We shall conduct a review of the VTC's apprenticeship system. It will be completed by end 1999.

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Provide Flexible Manpower Training for the Construction Industry


 With its success in expanding training for new entrants and F.5 graduates in 1998, the Construction Industry Training Authority (CITA) will continue to train sufficient construction personnel through its one year full-time courses, professional development courses for in-service personnel, and training of “new blood” through short-term programme in the coming year.


 In 1999, CITA will provide training for 19 000 people.

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Enhance Existing Manpower Forecasting Mechanism


 To ensure the provision of adequate skilled manpower, we will study the manpower and training needs of various service sectors.

 A study on the travel and tourism industry is already underway and will be completed soon.

 Another study on information technology is being designed.




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Enhance Existing Manpower Forecasting Mechanism

-  In line with our commitment to further investing in our human capital, we will undertake a study of the best overseas practices in manpower forecasting and consider a manpower forecasting model best suited to Hong Kong for the next ten years by end 1999.




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Deliver an Efficient Employment Services

-  We will continue to enhance and improve employment services provided by the Labour Department by:-
 -  *opening the second Employment and Guidance Centre to further improve the employment service for New Arrivals by end 1998;*
 -  *strengthening the service capacity of the Job Matching Programme by adding a team of 22 staff at 11 Local Employment Service (LES) and the Employment and Guidance Centre for New Arrivals.*




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Deliver an Efficient Employment Services

-  *launching the Employment Information and Promotion Programme to solicit more job vacancies*
-  *installing additional touch-screen computers by end 1998 at all LES offices and the Labour Relations Service(LRS) offices to widen job-seekers' access to job vacancies*
-  *establishing by end 1998 one new employment office to provide a telephone referral service for job-seekers*



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Deliver an Efficient Employment Services

-  *reprovising and integrating eight LES Branch offices with eight LRS offices, and integrating two careers information centres with the LES offices.*
-  *computerising all the four offices of the Selective Placement Division, to improve the placement service to job-seekers with disabilities*
-  *starting to disseminate career information on the Internet from March 1999 onwards.*

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Deliver an Efficient Employment Services

-  We will enhance co-ordination amongst VTC, ERB and Local Employment Service of Labour Department to maximise their resources to benefit job-seekers, especially the unemployed.
-  In effect, this will provide each individual in need of both employment assistance and training or retraining with better assistance through a more efficient system of point-to-point referral and follow-up service amongst the three agencies. We aim to put this into effect by end 1998.

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Promote Good Employer/Employee Relation

Promote Good Employer/Employee Relation

-  Prepare by end 1998 practical guidelines for employers on how to handle retrenchment and wage reduction
-  Promote by end 1998 use of written employment contract and prepare a sample contract for reference




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Promote Good Employer/Employee Relation

-  Improve by mid-1999 Labour Department's consultation and conciliation services by:
 -  *deploying more Labour Officers to man the enquiry counter*
 -  *cross-district registration of employment claims*
 -  *providing express service for clients with particular needs*
-  Compile within 1999 a comprehensive practical guide about labour laws and good management practices.


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Employee's Rights and Benefits

-  Complete a review on the Employees Compensation Assistance Scheme in 1999 to ensure the fund meets current and future demands
-  Introduce legislation in 1998-99 to improve the system of settlement of compensation claims on work-related fatal accidents
-  Improve by end 1999 public information service by setting up an Intelligent Call Centre to provide callers with efficient and user-friendly access to information on labour laws and services of Labour Department

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Strengthen Safety and Health at Work


 Introduce further legislative proposals in the 1998/99 legislative session in the following areas:


-  *Mandatory safety training for those working in the construction and container handling industries;*
-  *Implementation of safety management system in selected industrial undertakings;*
-  *Better protection for those working in confined spaces and at heights;*
-  *Medical examinations for those required to handle hazardous substances and agents at work; and*
-  *Training and certification for operators of fork-lift trucks and earth-moving equipment.*

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Strengthen Safety and Health at Work

 To introduce occupational safety and health elements in the secondary school curriculum with effect from the 1999-2000 school year

 To set up an Occupational Safety and Health Service Centre by early 1999 to provide consultations or initial medical screening to 30 000 workers a year

 To set up a second Occupational Health Clinic by early 1999 to provide up to 3 500 consultations a year

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