

## LegCo Panel on Manpower

### Measures to tackle unemployment

#### Introduction

This paper sets out the latest progress of the measures which the Government has taken to tackle unemployment and create jobs, ever since early this year.

#### Objective of Measures

2. In tackling unemployment, our prime tasks are to help the unemployed re-enter the workforce as soon as possible, and to equip them with the necessary skills to stay competitive in the workforce so as to secure and hold down a job.

#### Progress of Measures before the establishment of the Task Force on Employment

3. The Education and Manpower Bureau (EMB), in conjunction with all relevant departments/bureaux and major training institutions, has been making sustained efforts to help the unemployed re-enter the workforce. The following table sets out the latest progress of the various measures:

	Measures	Progress
<b>A</b>	<b>Improving information on services for the unemployed</b>	
1	To publish a pamphlet entitled "Employment and Retraining Guide" aimed to provide the unemployed with a handy but comprehensive information kit on all the services available to them.	<ul style="list-style-type: none"><li>● First pamphlet issued in March 1998.</li><li>● Pamphlet being updated on a monthly basis and is available at all the 11 Local Employment Service(LES) offices of the Labour Department, the Employees Retraining Board (ERB), 18 District Offices, and some 70 other convenient outlets.</li></ul>

<b>B</b>	<b>Improving employment services for the unemployed</b>	
2	Stepping up efforts to trawl more job vacancies from prospective employers and major employers' associations.	<ul style="list-style-type: none"> <li>● Since February 1998, the LES has set up a special corner in its 11 offices for displaying vacancies suitable for job-seekers with higher education and professional qualifications.</li> <li>● As of 30 June, there were around 15,000 live job vacancies at the LES of the Labour Department.</li> <li>● The LES managed to find jobs for an increasing number of unemployed job-seekers each month. (2,540 in April, 2,948 in May and 3,540 in June).</li> </ul>
3	Strengthening job matching and employment services	<ul style="list-style-type: none"> <li>● The Labour Department has-- <ul style="list-style-type: none"> <li>extended the daily opening hours of LES for one hour as from 30 March 1998;</li> <li>computerised all the 11 LES offices of the Labour Department as from April;</li> <li>set up a special employment web site on the Internet through which employers can place vacancy orders while job-seekers can gain access to all vacancies; and</li> <li>inserted vacancy order forms in its departmental newsletter "Labour Focus", appealing to employers with over four staff to provide vacancies.</li> </ul> </li> </ul>

C	<b>Enhancing the Employees Retraining Scheme</b>	
4	To expand its training capacity of ERB	<ul style="list-style-type: none"> <li>● ERB will be spending HK\$301 million in 1998/99 to provide 73,000 retraining places—an increase of 37% in total training expenditure and 12,000 training places over 1997/98.</li> </ul>
5	To take measures to enable more unemployed persons to benefit from retraining	<ul style="list-style-type: none"> <li>● ERB has-- <ul style="list-style-type: none"> <li>removed the age requirement of 30 of the unemployed persons with less than lower secondary education who wish to apply for retraining, whilst continuing to accord priority to those aged 30 or above;</li> <li>relaxed the restriction on the maximum number of full-time retraining courses which each retrainee can enrol from the previous rule of no more than one in two years, to no more than two in one year;</li> <li>allowed some flexibility in the qualifications requirements for retrainees whereby those unemployed applicants with more than lower secondary education will also be admitted, whilst retaining priority for those with less than lower secondary education; and</li> <li>relaxed, as a temporary measure and on a case-by-case basis, the 70% placement target for retraining courses.</li> </ul> </li> </ul>

5	<p>To organise special tailor-made retraining programmes for individual employers, which comprise classroom training with retraining allowance of \$4,000 per month, on-the-job training for up to three months with on-the-job training allowance averaging \$2,000 per month, and one-year post-employment follow-up service.</p>	<ul style="list-style-type: none"> <li>● ERB has so far identified around 2,000 job vacancies for the purpose of organising special tailor-made programmes, including 1,300 for Assistant Mechanics, Assistant Electricians and Tracers in the mechanical and electrical engineering industry; <ul style="list-style-type: none"> <li>450 for Customer Installation/Maintenance Technicians and related posts in the telecommunications industry; and</li> <li>300 for Standbuilders and Freight Forwarders in the exhibition industry.</li> </ul> </li> <li>● ERB has identified another 1,000-odd vacancies for the purpose of organising tailor-made courses ever since January, which include: <ul style="list-style-type: none"> <li><b>some 600 for various Chek Lap Kok Airport contractors</b>—trade assistants, car park assistants, foremen and junior kitchen helpers, catering processors, airport information assistants and cabin cleaners; and</li> <li><b>some 400 for other employers</b>, including security guards, customer service assistants, car detailing operators, and cleaners foremen.</li> </ul> </li> <li>● The ERB will continue with its efforts to explore more job vacancies for such retraining courses.</li> </ul>
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<b>D</b>	<b>Enhancing the training provided by the Vocational Training Council (VTC)</b>	
6	To organise a Business Starter Programme to provide the unemployed who wish to start their business as an alternative to seeking jobs and potential owner-managers with the knowledge and skills required of setting up new business in Hong Kong.	<ul style="list-style-type: none"> <li>● Programme met with enthusiastic response with more than 100 participants registered for it</li> <li>● Course started in late June</li> <li>● VTC planning to set up a Business Start-up Centre to provide practical assistance and support to business starters</li> </ul>
7	VTC to play a more active role in providing skills upgrading training for graduate trainees of ERB who wish to enhance their skills and expertise after entering the labour market	<ul style="list-style-type: none"> <li>● VTC has taken up all skills upgrading courses transferred from ERB.</li> <li>● VTC will continue to provide a wide range of short industry training courses through its network of training centres and technical institutes.</li> </ul>
<b>E</b>	<b>Enhancing the training of the Construction Industry Training Authority (CITA)</b>	
8	To enhance the co-operation between the CITA and contractors of the construction industry	<ul style="list-style-type: none"> <li>● The CITA launched in late May a Co-operative Training Scheme between CITA and contractors of the construction industry to provide training to new bloods in those special trades which are in demand in the industry, but its required training cannot be effectively provided through an off-the-job CITA training environment. Twelve trades have been identified and a total of 500 training places are initially planned for adult job-</li> </ul>

		<p>seekers.</p> <ul style="list-style-type: none"> <li>● Recruitment for the course on “tunnel boring machine operation” has commenced. 16 persons will be recruited in the first batch of intake and additional courses will be conducted. Trainees will be offered a monthly salary of \$10,000 by the contractor, on top of a 2,000 allowance from the ERB and another \$2,000 from CITA during the 6-month training period. Recruitment has drawn an enthusiastic response. Over 500 applications have been received.</li> <li>● CITA is, in conjunction with the relevant contractors in the industry, actively working out the detailed arrangements of the training programmes for the remaining trades</li> </ul>
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**Task Force on Employment**

4. The Task Force on Employment was formed in April to look into the problem of local employment and to explore ways and means of facilitating greater job creation in the private sector. The objective is to address the unemployment problem in a pragmatic and constructive manner without fanfare. It has held two meetings so far, and will continue its work until there are clear signs that the overall employment situation has improved.

5. The Task Force is chaired by the Financial Secretary and comprises representatives from the business and employee sectors, the academia and training institutions and senior Government officials. Its Terms of Reference, membership list and schedule of meetings are at *Annex A*.

## **Further measures to create jobs and tackle unemployment**

6. A series of 12 further measures to create jobs and tackle unemployment were announced after the first meeting of the Task Force on 3 June and the latest progress of such measures is set out in the following table:

	<b>Measures</b>	<b>Progress</b>
<b>A</b>	<b>Measures to create jobs</b>	
1	Expediting expenditure on minor Government maintenance works	<ul style="list-style-type: none"> <li>● Started awarding maintenance works contracts.</li> <li>● 400 new jobs created as of 15 July.</li> </ul>
2	Advancing commencement of public works projects	<ul style="list-style-type: none"> <li>● Advanced 12 public works projects worth a total of HK\$3.7 billion.</li> <li>● Advanced the creation of 1,630 jobs.</li> <li>● Considering the possibility of advancing some more projects</li> </ul>
3	Expanding and accelerating district-based environmental improvement projects	<ul style="list-style-type: none"> <li>● Will start recruiting 40 temporary works supervisors for managing the works projects in August.</li> <li>● Will start awarding contracts in October.</li> </ul>
<b>B</b>	<b>Strengthening and improving the Labour Department's employment and job matching service</b>	
4	Strengthening the Job Matching Programme (JMP)	<ul style="list-style-type: none"> <li>● Capacity of JMP doubled from 2 July, with an additional team of two staff at each of the 11 Local Employment Service (LES) offices of the Labour Department.</li> <li>● Job registrants increased by 75%, referrals up 49% and placements up 21% over the previous months, since the JMP was strengthened from 2 July.</li> </ul>

5	Providing telephone job matching and vacancy processing service for job-seekers	<ul style="list-style-type: none"> <li>● Service started at all 11 LES offices from 6 July.</li> <li>● As of 15.7.98, the LES received a total of 1 434 calls from job-seekers, of which 987 requested job referral service and 571 job referrals were made.</li> </ul>
6	Installing more self-serve touch-screen computers	<ul style="list-style-type: none"> <li>● Will install additional computers at all LES offices and 10 Labour Relations Service offices in two months' time.</li> </ul>
7	Launching an Employment Information and Promotion Programme	<ul style="list-style-type: none"> <li>● Will launch the Programme in August.</li> </ul>
<b>C</b>	<b>Enhancing vocational training and employees retraining</b>	
8	Setting up a "One-stop" unit at the Employees Retraining Board (ERB) to assist both the unemployed and employers	<ul style="list-style-type: none"> <li>● ERB has provided two telephone hotlines--one for employers and the other for employees from 9 July.</li> <li>● "One-stop" team will start operation in mid-August.</li> </ul>
9	Launching a special nine-month Certificate of Skills Training (Service Industries) Course for 1,000 unemployed persons to be run jointly by the ERB and the Vocational Training Council (VTC)	<ul style="list-style-type: none"> <li>● Graduate trainees with Secondary 3 education allowed to apply for three civil service posts--Clerical Assistant, Supplies Attendant and Supplies Assistant.</li> <li>● Some 4,000 applications received; entry examination to be conducted by end of July, followed by screening and interviews. Course will commence in mid-September.</li> <li>● VTC and ERB consulted major business organisations and employers on the curriculum on 21 July.</li> </ul>



<b>D</b>	<b>Promoting further education</b>	
10	Expanding the capacity of taught post-graduate (Tpg) courses at the institutions funded by the University Grants Committee (UGC)	<ul style="list-style-type: none"> <li>● UGC and six UGC-funded institutions are prepared to over-enrol by 10% to 20% of Tpg courses in 1998/99 academic year.</li> <li>● Will firm up the number and distribution of additional places in August or September.</li> </ul>
11	Extending the Non-Means-Tested Loan Scheme to benefit some 61,000 additional tertiary students	<ul style="list-style-type: none"> <li>● Proposal approved by the Finance Committee of the Legislative Council on 17 July.</li> <li>● The extended Non-Means-Tested Loan Scheme will start receiving applications in August.</li> </ul>
<b>E</b>	<b>Tightening measures to combat illegal employment</b>	
12	Amending the Immigration Ordinance to hold construction site controllers criminally liable if persons not lawfully employable, including two-way permit holders, breach their condition of stay by taking up employment on construction sites.	<ul style="list-style-type: none"> <li>● Drafting of the bill is in progress.</li> <li>● In the meantime, Immigration Department will continue to step up enforcement efforts such as through conducting more large-scale operations, and the Labour Department will conduct more inspections at workplaces to clamp down on illegal employment more effectively and efficiently.</li> </ul>

7. New sources of additional job opportunities have also been identified at the second meeting of the Task Force on 9 July and the latest developments are as follows:

	<b>Source of Job Opportunities</b>	<b>Updated developments</b>
1	Direct Grant of the former Tamar Site to the Hong Kong Tourist Association (HKTA)	<ul style="list-style-type: none"> <li>● HKTA will stage the first event-- a large-scale Pop Concert, which will be a special highlight of the</li> </ul>

	for the provision of recreational, entertainment and tourism-oriented activities, resulting in the creation of around 3,200 new jobs.	promotion programme, “Hong Kong City of Life--Stars Spectacular ‘98” on 23 August at the former Tamar Site.
2	<p>Special training programme for the maritime industry to be jointly launched by the VTC and ERB for the unemployed (Major features of programme--</p> <ul style="list-style-type: none"> <li>- Comprises 14 weeks’ classroom training, followed by an in-service training programme lasting for six to 12 months on board a vessel, and another nine weeks’ in-service training to be conducted when the trainee is on leave between vessels; and</li> <li>- Each trainee will receive a retraining allowance of \$4,000 per month during the classroom training period in the Seaman’s Training Centre and an on-the-job training allowance of \$2,000 per month in addition to the training pay of \$6,500 from the shipowner for the initial six months of the in-service training period on board a vessel. Upon completion of these six months’ training, the trainee will normally receive \$8,500 per month.)</li> </ul>	<ul style="list-style-type: none"> <li>● Has started inviting applications in the week commencing 20 July.</li> <li>● VTC will launch a special publicity drive in conjunction with the maritime industry to promote the training programme by the end of July</li> </ul>
3	Major repair and maintenance works for aided schools leading to the creation of 3,730 new jobs during the coming 18 months. These new jobs include 420 carpenters and joiners, 650 plasterers, 510 plumbers, 510	<ul style="list-style-type: none"> <li>● Started awarding works contracts and creating the 2,500 new jobs for various construction trades expected to be available from July to August.</li> </ul>

painters, 210 electricians, 1,060 general labourers and 370 blacksmiths.	
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### **Employment Prospects**

8. At the end of the first meeting of the Task Force on 3 June, the Government also announced the results of an objective assessment of the potential employment opportunities as a result of its major policy initiatives, spending items and infrastructural and public works projects over the 20 months' period from May 1998 to December 1999. A synopsis of the major findings are as follows:

- There will be at least some 100,000 job vacancies in the labour market over the coming one and a half years.
- For the Civil Service alone, there will altogether be about 11,000 vacancies for permanent posts at all levels in the current financial year i.e. from now up to the end of March 1998. These vacancies are spread over 90 bureaux/departments. The Government, as a whole, will expedite its recruitment efforts with a view to enabling job-seekers to fill these vacancies as soon as possible.
- Outside the Civil Service, around 89,000 new jobs are expected to be created as a result of the Government's key policy initiatives and major projects during the next one and a half years, in both the Non-Governmental Organisations receiving Government subvention and the private sector. Of these 89,000 new jobs,
  - a) About 22,000 of them are permanent jobs, while 67,000 are interim ones with an average duration of 25 months.
  - b) Some 33,000 will be created in the coming eight months of this year, about 31,000 during the first half of 1999 and another 25,000 during the second half of 1999.
  - c) Around 80,000 come from the private sector and 9,000 from non-Governmental organisations receiving Government subventions (NGOs); and
  - d) 18,000 of these jobs fall within the category of professional, managerial, administrative or supervisory occupations while 71,000 are operative/clerical and supporting posts.

The detailed report is at *Annex B*.

9. This is by no means a comprehensive analysis of all the possible employment opportunities which will emerge in the labour market during the 20 months in question. In fact, it is just a conservative assessment, for the following reasons:

- a) The vast majority of these 89,000 jobs flow directly or indirectly from the various policy commitments, initiatives or key projects which seek to either provide new services or improve existing ones in a wide spectrum of public services or facilities during the 20 months in question. Since the duration of implementing quite a number of these initiatives and projects goes beyond these 20 months and new projects will also come up afterwards, these will give rise to a continuous flow of job opportunities which have not been included in this assessment.
- b) The assessment has not taken into account any new jobs created purely on the initiative of the private sector during the same period and beyond.

#### **Special relief measures to boost the economy**

10. In addition to the above measures, the Government announced on 22 June a package of special relief measures to boost the economy, i.e. between the first two meetings of the Task Force. A summary of these measures and their latest progress is as follows:

	<b>Measures</b>	<b>Progress</b>
<b>A</b>	<b>Easing the Credit and Liquidity Crunch</b>	
1	Exempt from 22 June 1998 profits tax interest income earned from deposits placed locally with authorised banking institutions	● Subsidiary legislation tabled in the Legislative Council on 8 July for negative vetting
2	Provide HK\$2 billion to help small and medium sized enterprises (SMEs) to obtain	● Government will seek approval of the Finance Committee of the Legislative Council on

	loans from lending institutions	31 July for the funding allocation.
<b>B</b>	<b>Stabilising property prices</b>	
3	Suspend all land sales by auction and public tender till 31 March 1999	● Effective from 22 June.
4	Double the allocation for “Home Starter Loan Scheme” in 1998-99 from \$3.6 billion to \$7.2 billion so that twice the number of households (i.e. from 6,000 to 12,000) will be able to become home owners	● Proposal turned down by the Finance Committee (FC) of the Legislative Council on 17 July. The Administration stands ready to re-submit proposal in its original form to the FC once it is clear that there is majority unqualified support for it.
5	The Housing Authority to consider increasing the quota for the “Home Purchase Loan Scheme” from 4,500 to 10,000 in 1998-99.	● The Housing Authority approved on 23 July the increase of quota from 4,500 to 10,000 for the next 12 months up to July 1999.
<b>C</b>	<b>Easing costs of families and business</b>	
6	Reduce duty on diesel by 30% from June 23 1998 to March 31 1999	● Taken effect on 23 June
7	Reduce declaration charge for imports from 0.035% to 0.025% and for domestic exports from 0.05% to 0.025%	● Subject to approval of the Import and Export (Registration) (Amendment) Regulation by the Legislative Council on 29 July, it will take effect on 1 August.
8	Rebate the first quarter rates paid in 1998-99	● The rebate will be credited against the 1998-99 third quarter rates bill of those who paid rates in respect of a certain tenement in the first quarter.

<b>D</b>	<b>Sharing the economic difficulty of the community</b>	
9	Freeze salaries adjustment of D3 officers and above in the civil service, Government-subsidised organisations, the Judiciary, and the ICAC whose salary adjustments follow exactly those in the civil service.	● Taken effect on 1 April.

### **The Way Forward**

11. The Government will continue to work closely with employers, employees, training institutions, legislators and all concerned parties to draw up effective and appropriate measures to identify additional job and training opportunities with a view to helping the unemployed rejoin the workforce as soon as possible and sustain their employability in the longer term.

Education and Manpower Bureau

July 1998

**TASK FORCE ON EMPLOYMENT**

The *Terms of Reference* of the Task Force on Employment are:

- (a) To review Hong Kong's latest economic and employment situation;
- (b) To assess future economic and employment trends;
- (c) To take stock of the result and effectiveness of various employment and training/retraining measures implemented so far to help the unemployed; and
- (d) To consider measures to improve the employment opportunities of the locally unemployed.

The task force will continue its work until there are clear signs that the overall employment situation has improved.

## Composition

Chairman: Financial Secretary, Mr Donald Tsang Yam-kuen, JP

Members:

A. From the Government:

Secretary for Education and Manpower, Mr Joseph Wong  
Wing-ping, JP

Secretary for Trade and Industry, Mr Chau Tak-hay, JP

Secretary for Works, Mr Kwong Hon-sang, JP

Government Economist, Mr Tang Kwong-yiu, JP

B. From the Employers' Group:

Mr William Fung Kwok-lun, JP

Mr Herman Hu Shao-ming

Mr Denis Lee Wing-kwan

Mr Andrew Leung Kwan-yuen, JP

Mr Michael Tien Puk-sun, JP

Mr Peter Wong Man-kong, JP

C. From the Employees' Group:

Mr Cheng Yiu-tong

Ms Li Fung-ying

Ms Tang Yin-ngor

D. Academics/Economists:

Professor Liu Pak-wai

Dr Francis Lui Ting-ming

Professor Wong Siu-lun



## **Task Force on Employment**

### **Schedule of meetings in 1998**

9 July	(Thursday)	10 a.m. - 12 noon
13 August	(Thursday)	10 a.m. - 12 noon
10 September	(Thursday)	10 a.m. - 12 noon
15 October	(Thursday)	10 a.m. - 12 noon
12 November	(Thursday)	10 a.m. - 12 noon
10 December	(Thursday)	10 a.m. - 12 noon

**Task Force on Employment**

**Assessment of new jobs to be created  
in the period May 1998 - December 1999 as a result of  
Government's major policy initiatives and key projects**

**1. Introduction**

This paper sets out the Government's assessment of the potential employment opportunities as a result of its major policy initiatives, spending items and infrastructural and public works projects over the next 20 months' period, i.e. from May 1998 to December 1999.

**2. Overall results: A Synopsis**

2.1 We expect that there will be at least some 100,000 job vacancies in the labour market over the coming one and a half years largely as a result of the Government's key policy initiatives and major infrastructural or other projects and partly because of the growth of the Civil Service.

2.2 For the *civil service alone, there will altogether be about 11,000 vacancies for permanent posts at all levels in the current financial year i.e. from now up to the end of March 1998*. These vacancies are spread over 90 bureaux/departments. Existing vacancies in some of the larger departments are: Urban Services Department (over 500); Regional Services Department (over 400); Police (500) and Housing Department (400). The Government, as a whole, will expedite its recruitment efforts with a view to enabling job-seekers to fill these vacancies as soon as possible.

2.3 Outside the civil service, *around 89,000 new jobs are expected to be created as a result of the Government's key policy initiatives and major projects during the next one and a half years, in both the Non-Governmental Organisations receiving Government subvention and the private sector*. A summary analysis of this figure by timing, source and nature of employment is as follows:

a) About 22,000 of them are permanent jobs, while 67,000 are

interim ones with an average duration of 25 months.

- b) Of these 89,000 new jobs, some 33,000 will be created in the coming eight months of this year, about 31,000 during the first half of 1999 and another 25,000 during the second half of 1999.
- c) Around 80,000 come from the private sector and 9,000 from non-Governmental organisations receiving Government subventions (NGOs); and
- d) 18,000 of these jobs fall within the category of professional, managerial, administrative or supervisory occupations while 71,000 are operative/clerical and supporting posts.

### **3. Reasons underlying the creation of new jobs**

- 3.1 The vast majority of these 89,000 jobs flow directly or indirectly from the various policy commitments, initiatives or key projects which seek to either provide new services or improve existing ones in a wide spectrum of public services or facilities. These include infrastructural projects, public works building projects, airport management and services, hospital services, public health, social welfare, building management, education, arts, sports and recreational facilities. The new jobs to be created represent either the estimated manpower requirements of implementing key projects such as the number and type of workers required to construct a railway, or the job opportunities arising from these initiatives such as the liberalisation of the telecommunications market.

#### 4. Major areas of job creation

4.1 The majority of new jobs to be created arise from new initiatives, developments, or projects in the following areas:

	<b>Project area</b>	<b>New jobs likely to be created from May 1998 to Dec 1999</b>
1	Infrastructural development	40,650
2	Public Works Building Projects	18,900
3	Airport Management and Services	6,780
4	Housing	4,440
5	Social Welfare	3,265
6	Tourism	2,982
7	Education	2,733
8	Telecommunications	2,698
9	Hospital Services	2,430
10	Government Property Management	1,317
11	Industrial Promotion and Development	1,168
12	Others	2,004
<b>13</b>	<b>Total</b>	<b>89,367</b>

#### Infrastructural Development Projects

4.2 The Government will be spending about \$235 billion on infrastructural projects in the next five years which is 50% above the Airport Core Projects. These projects will altogether generate some 40,650 job opportunities, comprising 34,744 at the operative/support levels and 5,906 at the professional or managerial levels. Such projects (and their corresponding total number of new jobs created) can broadly be divided into eight categories:

- a) **13,330 from railway projects**, including
  - i) **construction** of KCRC West Rail (Phase 1), MTR Tseung Kwan O Extension and MTR Quarry Bay Congestion Relief Works;

- ii) *design* of Sheung Shui to Lok Ma Chau Rail Spur Line and KCR extension projects (including Ma On Shan Rail and KCR Extension from Hung Hom to Tsim Sha Tsui); and
  - iii) the *Second Railway Development Study*.
- b) **3,900 from projects related to the Chek Lap Kok Airport**, including the Second Runway, the northwest concourse & franchisees (including hotels and the Cathay Pacific City), and Hong Kong Aircraft Engineering Corporation's base maintenance complex;
- c) **6,600 from highways projects**, including widening of Tolo Highway between Island House Interchange and Ma Liu Shui Interchange and Tsing Yi North Coastal Road; design consultancies of Route 9, Route 10, Route 16, and Central Kowloon Route; and over 10 flyover and subway projects, 34 road construction projects and 4 road reconstruction projects;
- d) **5,900 from sewerage and drainage projects** including West Kowloon Drainage Improvement Works Stages 2 and 3, Wanchai East and North Point Sewerage Stage 2 works, Outlying Islands Sewerage Stage I Phase I as well as 9 flood protection projects, 7 stormwater drainage projects and 13 sewerage and sewage treatment projects;
- e) **2,800 from port works** including Tseung Kwan O Port Development at area 137, remaining works and Tsuen Wan Bay Further Reclamation Area 35, phase I and II works, over 10 reclamation projects and 5 pier construction projects;
- f) **1,300 from waterworks** including Transfer Facilities from Butterfly Valley Primary Service Reservoir to the Secondary Service Reservoir in the Metropolitan Area - Stage I and Mainlaying between Yuen Long and Tan Kwai Tsuen, as well as other projects such as one treatment works project, four pumping station projects, ten service reservoir projects, and five mainlaying projects;
- g) **1,400 from site formation** works including Tin Shui Wai Further Development-road junction improvement, site formation and main engineering infrastructure and South East Kowloon

development at Kai Tak Airport - early development package and 15 land-based site formation projects; and

- h) ***3,000 from slope works, waste management and other miscellaneous projects.***

4.3 Apart from the above public-funded projects, the following two port development projects will also generate substantial job opportunities during the coming 20 months:

- a) The construction of ***Container Terminal No. 9*** (CT9) will give rise to ***900*** job opportunities which comprise 130 at the professional/managerial/ supervisory level, and 770 at the operative/clerical support level. In addition. the operation of this project on completion will generate job opportunities in many other areas in the service sector. For instance, hotels will be provided behind CT9 as part of the development package and they would provide employment for another 3,500 people, plus a few hundred in the retail sector. Taken together, it is likely that CT9 will create jobs for about 5,000 people upon its full operation in 2003/4.
- b) The construction work of the ***River Trade Terminal project in Tuen Mun Area 38*** will give rise to ***1,520*** new job opportunities, including some 300 in the remaining parts of this year and about 1,200 in 1999. Moreover, 1,500 permanent employment opportunities including such jobs as administrative planners/controllers, gatehouses, drivers, security guards, engineering staff and building contractors will be created when the terminal comes into full operation by the end of 1999 or early 2000.

### **Public Works Building Projects**

4.4 Regarding public works building projects (i.e. the building of schools, fire stations, sports ground etc.), the Government will spend over \$70 billion in the next five years, about 2.3 times the total expenditure in the past 5 years (expenditure calculated on the basis of MOD). The major projects which will commence in the next 20 months include the construction of over five fire stations, six police headquarters & stations, over five sports grounds, two swimming pool

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complexes and over 15 indoor games halls/recreational centres, over 20 market complexes, 10 schools, seven godowns & depots, three hospitals, two clinics, over 40 district open spaces and 15 other projects involving Government offices and post offices etc. All these projects will produce **18,900** new jobs for the private sector during the coming 20 months, comprising 3,000 at the professional/managerial levels such as engineers and surveyors, and 15,900 at the operative levels, mainly on-site construction workers.

### **Airport Management and services**

4.5 The opening of the new airport at Chek Lap Kok entails a series of new operational services and control activities. This will in turn bring about some 6,800 new employment opportunities. The number of jobs to be created include:

- a) 6,300 arising from a wide range of services run by tenants and operators at the new airport, such as retail, catering, cleaning and security services; and
- b) 500 security officers for a subsidiary set up by the Airport Authority to provide aviation security services at Chek Lap Kok airport.

### **Housing**

4.6 The Government will be implementing a massive housing programme aimed at providing 50,000 public housing units a year over the next 10 years, up 35% from the yearly average of 37,000 (excluding sandwich class housing) in the past three years. The construction works, together with the related infrastructural and management works, will give rise to some 4,440 new job opportunities in the coming 18 months, mostly in the private sector. These comprise 4,068 at the operative levels (mainly construction workers), and 372 professional or managerial or supervisory personnel. A broad breakdown of these jobs by major areas of activities is as follows:

- a) 2,100 interim jobs for construction labour for the public housing construction programme;
- b) 1,600 permanent jobs for the management of newly completed

commercial premises and home ownership flats, through private management agencies, involving jobs such as property management professionals, property maintenance technicians, cleansing operators, clerks and security guards;

- c) 540 permanent jobs in the private sector for tower guards for the upgrading of security system in existing public rental estates; and
- d) 200 jobs (comprising 130 permanent and 70 interim) for the management and maintenance of Sandwich Class Housing Scheme and Loan Schemes in Housing Society, comprising 52 at the professional/managerial levels like housing officers, maintenance officers and customer service officers, and 148 at the clerical/support levels like assistant caretakers, clerks and tradesmen.

### **Education**

4.7 An estimated 2,733 new non-Government jobs are expected to be created during the coming 18 months. Of this, about 1,521 are at the professional or managerial levels while some 1,212 are at the operative/supporting levels. These new jobs arise mainly from the following major initiatives:

- a) 1,136 additional staff including 746 teaching staff and 390 non-teaching and workman/clerical staff to fill new positions arising from operation of new schools and conversion of bisessional/unisessional primary schools to whole-day operation;
- b) 319 additional teachers for primary schools, mainly to support library service and the Chinese and English Extensive Reading Schemes;
- c) 814 clerical posts to enhance clerical support to public sector primary and secondary schools as from September 1998;
- d) 360 additional teachers for public sector secondary schools adopting Chinese as a medium of instruction;
- e) 50 additional teaching posts for public sector primary school upon conversion to whole-day operation;



- f) 13 professional posts for expanding the Central Curriculum Support Team to extend services to schools with large intake of academically low achievers;
- g) 25 teaching posts for providing additional support to the Teacher Education Unit of the Target-Oriented Curriculum Section, orientation and mobility training instructors for the blind, and remedial service for hearing impaired children in ordinary secondary schools; and
- h) 16 posts (comprising 9 at professional/managerial level and 7 at clerical/support levels) for setting up a General Teaching Council, and conducting language benchmarking consultancy and assessment.

### **Social Welfare**

4.8 The Social Welfare Department and the various subvented Non-Government Organisations will be providing employment opportunities, in the coming 18 months, through a wide spectrum of welfare programmes in elderly services, family and child care, rehabilitation, youth services and administration of the social security system. These include, in particular, the provision of residential care homes for the elderly, child care centres, as well as day and residential services for people with disabilities. These will create around 3,260 additional jobs, comprising 800 at the professional/managerial levels (including mainly Social Welfare Officers, Social Welfare Assistants, nurses and allied health personnel) and 2,460 at the clerical/support levels (including mainly clerical officers).

### **Tourism**

4.9 The Government will spend \$100 million to establish an “International Events Fund” to facilitate staging more international events in Hong Kong. This will attract up to 150,000 additional visitors to Hong Kong over the next five years. The organisation of these events will generate an estimated 2,980 new jobs in the private sector during the coming year and a half, including 80 permanent jobs and

2,900 interim ones with an average duration of six months. The major jobs to be created include production managers, producers, print and production technicians, stage managers, public relations executives, ushers, performers, music directors, sales staff, on-site operational staff, transport operators and cleaning staff.

### **Telecommunications**

4.10 Telecommunications is one of the growth service sectors in Hong Kong. We expect to see the creation of thousands of new employment opportunities following the substantial investments of fixed telecommunications network services operators and other telecommunications operators, not only in the local telecommunications infrastructure, but also in the information technology and information services industries, as a result of the early resolution of the Hong Kong Telecom International's exclusive licence.

4.11 During the coming 20 months, it is estimated that some 2,700 new jobs will be created in the private sector. They include 400 at the professional/managerial levels and 2,300 at the operative/supportive levels. The estimated breakdown of these jobs by major activities is as follows:

- a) 1,330 as a result of further investment in local fixed telecommunications and the liberalisation of external telecommunications;
- b) 670 from local mobile services operators;
- c) 500 from Video-on-demand and interactive multi-media services; and
- d) 200 for fixing the Year 2000 problem in telecommunications equipment such as private telephone exchanges, interactive voice response systems etc

**Hospital services**

4.12 The Hospital Authority will add 1,521 new beds and facilities during the period from 1 May 1998 to 31 December 1999 in nine hospitals including Tai Po Hospital, North District Hospitals, United Christian Hospital, Yan Chai Hospital, Tseung Kwan O Hospital, Pamela Youde Nethersole Hospital, Hong Kong Eye Hospital, Tuen Mun Hospital and Nam Long Hospital. This will create 2,430 new jobs comprising 175 doctors, 1,180 nurses, 200 allied health personnel (physiotherapists, occupational therapists, radiographers, pharmacists, dispensers and medical social workers), and 875 other administrative, clerical and hospital supporting staff (including clerks, workmen, artisans, healthcare assistants, supplies assistants and supervisors).

**Government Property Management**

4.13 A total of 1,317 new jobs will be created as a result of two major contracts on the management of Government property, and a breakdown of these jobs by initiatives is as follows:

- a) 297 for management of decommissioned Kai Tak International Airport, pending its eventual redevelopment in 2010.

Such jobs include 29 at the professional/managerial levels (including building supervisors, general managers, security managers, supervisors, and cleaning managers/supervisors) and 268 at the operative/support levels (including senior guards, security guards, cleaners and gardeners); and

- b) 1,020 for additional maintenance and refurbishment works as a result of the 26% increase in Government expenditure in this area for the purpose of preserving valuable Government assets and to improve the working environment for staff.

Such jobs comprise 65 at the professional/managerial levels (25 site foremen and 40 quantity surveying staff) and 955 site workers at the operative/support level lasting for one year.

**Industrial Promotion and Development**

4.14 Some 1,170 new jobs will be created in the private sector as a result of on-going support services and a few large-scale capital projects which aimed at facilitating the long-term development of high value-added and high-tech industries in Hong Kong. Of these, about 370 are at the professional/managerial levels, and 800 are at the operative/clerical levels. A broad breakdown of these jobs by major projects is as follows:

- a) 238 from committed investment projects arising from investment promotion activities;
- b) 556 arising from projects funded by the Industrial Support Fund which provides financial support for projects which can contribute to Hong Kong's industrial or technological developments and are conducive to enhancing the competitiveness of Hong Kong's manufacturing industry;
- c) 63 from the development of the Hong Kong Science Park Phase One at Pak Shek Kok, Tai Po;
- d) 287 from the development of the Second Industrial Technology Centre; and
- e) 24 for new and improved services of the Hong Kong Productivity Council.

**Others**

4.15 2,004 jobs (comprising 1,275 permanent and 729 interim) are expected to be created from May 1998 to December 1999, in a wide range of other areas including building management, arts/sports/recreation, industrial safety, environmental protection, fire safety, minor works projects, urban planning, community services and land management.

- End -

因政府的主要政策團體及發展計劃而創設的非政府職位  
(98年5月1日至99年12月31日)  
Non-government Jobs Created as a Result of Government's Major Policy Initiatives and Projects  
(Period from 1.5.98 to 31.12.99)

工作類別: 各類  
Job Categories: All

項目/計劃 Type of Initiatives	1.5.98 - 31.12.98				1.1.99 - 30.6.99				1.7.99 - 31.12.99				合計 Overall			
	估計職位 Initiation Post				估計職位 Initiation Post				估計職位 Initiation Post				估計職位 Initiation Post			
	永久職位 Permanent Post (a)	人數 Head count (b)	平均任期 (月) Average duration (Months) (c)	總人數 Total Headcount (d) = (b) x (c)	永久職位 Permanent Post (e)	人數 Head count (f)	平均任期 (月) Average duration (Months) (g)	總人數 Total Headcount (h) = (f) x (g)	永久職位 Permanent Post (i)	人數 Head count (j)	平均任期 (月) Average duration (Months) (k)	總人數 Total Headcount (l) = (j) x (k)	永久職位 Permanent Post (m)	人數 Head count (n)	平均任期 (月) Average duration (Months) (o)	總人數 Total Headcount (p) = (n) x (o)
基礎建設計劃 <sup>(1)</sup> Infrastructure Projects <sup>(1)</sup>	314	10 432	33	10 931	141	0	25	17 029	720	11 850	33	12 610	1 355	39 095	33	49 610
公共工程及康樂計劃 <sup>(2)</sup> Public Works and Leisure Projects <sup>(2)</sup>	9	0 100	10	1 300	0	1 500	10	5 110	0	3 100	30	3 160	0	18 960	30	18 960
機場管理發展計劃 <sup>(3)</sup> Airport Management & Services <sup>(3)</sup>	3 320	0	0	3 320	3 460	0	0	3 160	0	0	0	0	6 710	0	0	6 710
康樂 <sup>(4)</sup> Leisure <sup>(4)</sup>	389	1 135	3	1 913	703	1 010	4	1 713	323	25	3	758	2 210	2 430	7	4 410
社會福利 Social Welfare	1 483	25	12	1 720	790	16	17	916	659	-10	13	739	3 174	93	13	3 161
教育 Education	1 585	19	26	1 601	62	0	0	49	1 000	0	4	1 060	3 714	19	26	2 733
旅遊業 Tourism	23	-100	3	-117	10	1 060	3	1 064	50	1 500	3	1 530	42	2 503	3	2 483
通訊業 Telecommunications	640	320	12	568	543	315	13	860	513	315	13	838	1 718	530	13	2 434
醫院服務 Hospital Services	1 064	0	0	1 064	101	0	0	101	1 702	0	0	1 702	2 450	0	0	2 450
政府物業管理 Government Property Management	0	1 317	16	1 317	8	0	0	0	0	0	0	0	1 317	16	1 317	
工業發展及貿易 Industrial Promotion and Development	752	263	12	316	35	202	11	227	35	413	4	437	390	838	10	1 148
其他 <sup>(5)</sup> Others <sup>(5)</sup>	246	273	13	365	491	213	12	619	382	248	23	710	1 233	739	14	2 001
合計 Total	9 911	22 713	21	21 638	4 921	28 065	21	31 439	5 273	19 468	25	15 751	22 318	67 019	25	69 363

註: 1. 基礎建設計劃包括興建及修葺的工務、建造工程、鐵路、渠務、公路、社會福利、香港房屋委員會工程。  
Infrastructure Projects include jobs of construction, the Public Works and Leisure, roads, Railways, Drainage, Water and Sewerage, Housing and other projects.  
2. 公共工程及康樂計劃包括康樂設施、體育、博物館、動物園管理、樹木管理、管理發展等。  
Public Works and Leisure Projects include jobs of Leisure, Public Works, Sports, Museums, Zoo Management, Parks Management, and other projects.  
3. 機場管理發展包括保安及維修服務。  
Airport Management & Services include Security and other services.  
4. 康樂計劃包括康樂管理、遊樂、康樂管理及其他服務。  
Leisure Projects include Leisure Management, Recreation, Leisure Management and other services.  
5. 其他項目包括培訓/發展、工業發展、環境保護、橋樑、小型工程計劃、規劃、社區服務、入境事務及土地管理。  
Other projects include training/development, Industrial Development, Environmental Protection, Bridges, Small Works Projects, Planning, Community Services, Immigration and Land Management.

因政府的主要政策措施及發展計劃而創設的非政府職位  
(98年5月1日至99年12月31日)  
Non-government Jobs Created as a Result of Government's Major Policy Initiatives and Projects  
(Period from 1.5.98 to 31.12.99)

工作類別：專業/管理/行政/督導  
Job Categories: Professional/Managerial/Administrative/Supervisory

職項/計劃	Type of items/projects	1998-31.12.98				1999-30.6.99				1999-31.12.99				合計			
		臨時職位 Interim Post				臨時職位 Interim Post				臨時職位 Interim Post				臨時職位 Interim Post			
		永久職位 Permanent Post (a)	入員 Head count (b)	平均任期(月) Average duration (Months) (c)	總人數 Total Head count (d) = (b) + (c)	永久職位 Permanent Post (e)	入員 Head count (f)	平均任期(月) Average duration (Months) (g)	總人數 Total Head count (h) = (f) + (g)	永久職位 Permanent Post (i)	入員 Head count (j)	平均任期(月) Average duration (Months) (k)	總人數 Total Head count (l) = (j) + (k)	永久職位 Permanent Post (m)	入員 Head count (n)	平均任期(月) Average duration (Months) (o)	總人數 Total Head count (p) = (n) + (o)
基礎建設計劃 <sup>(1)</sup>	Infrastructural Projects <sup>(1)</sup>	20	1 381	29	2 001	0	2 408	22	2 408	0	1 491	26	1 494	20	5 886	25	5 906
公共工程建築計劃 <sup>(2)</sup>	Public Works Building Projects <sup>(2)</sup>	0	1 400	30	1 400	0	800	30	800	0	800	30	800	0	3 000	30	3 000
機場管理服務 <sup>(3)</sup>	Airport Management & Services <sup>(3)</sup>	2 870	0	0	2 870	0	0	0	0	0	0	0	0	2 870	0	0	2 870
房屋 <sup>(4)</sup>	Housing <sup>(4)</sup>	470	0	0	470	114	0	0	114	170	0	0	170	372	0	0	372
社會福利	Social Welfare	163	28	12	191	150	10	12	160	121	25	12	137	241	43	12	284
教育	Education	741	15	36	776	33	0	0	33	267	0	0	267	1 006	15	28	1 029
旅遊業	Tourism	1	10	1	11	1	100	3	101	5	150	3	155	7	310	3	317
電訊業	Telecommunications	132	30	12	162	95	10	12	105	94	10	12	104	311	50	12	371
醫院服務	Hospital Services	649	0	0	649	80	0	0	80	826	0	0	826	1 555	0	0	1 555
政府物業管理	Government Property Management	0	65	11	65	0	0	0	0	0	0	0	0	65	12	65	
工業發展及發展	Industrial Promotion and Development	20	108	13	128	15	91	12	106	11	25	11	26	96	23	12	118
其他 <sup>(5)</sup>	Others <sup>(5)</sup>	130	113	13	253	162	105	20	267	175	128	23	323	418	416	10	834
合計	Total	5 111	3 015	22	8 148	663	3 524	23	3 188	2 125	2 712	25	2 855	7 919	10 060	13	13 988

註： 1. 基礎建設計劃包括所有鐵路工程、港口工程、鐵路、堤防、渠路、供水供應、各類道路發展工程。  
Infrastructural Projects include Airport related Projects, River Works, Tunnels and Canals, Sewerage, Highways, Bridges, Waterways and Site Remediation.  
2. 公共工程建築計劃包括興建鐵路、管渠、渠路、室內環境、戶外工程、學校發展計畫。  
Public Works Building Projects include Licenses, Public Works, Sports Grounds, the overall Site of Core Area, Schools and Hospital Sites.  
3. 機場管理服務包括保安及運作服務。  
Airport Management & Services include Security and Operational Services.  
4. 房屋計劃包括房屋管理、建築、發展管理服務。  
Housing Projects include Housing Management, Construction, Housing Management and Security Services.  
5. 其他項目包括藝術/歷史/康樂、工業安全、環境保護、消防、小型工程計劃、規劃、探礦服務、入境事務及土地管理。  
Other projects include Art/Sports/Recreation, Landfill Policy, Environmental Protection, Fire Safety, Minor Works Projects, Planning, Community Services, Strategic Services and Land Management.

