

**立法會**  
**Legislative Council**

LC Paper No. CB(2) 635/99-00  
(These minutes have been seen  
by the Administration)

Ref : CB2/PL/MP/1

**LegCo Panel on Manpower**

**Minutes of meeting**  
**held on Thursday, 28 October 1999 at 2:30 pm**  
**in the Chamber of the Legislative Council Building**

**Members present** : Hon LAU Chin-shek, JP (Deputy Chairman)  
Hon LEE Kai-ming, SBS, JP (Deputy Chairman)  
Hon Kenneth TING Woo-shou, JP  
Hon James TIEN Pei-chun, JP  
Hon David CHU Yu-lin  
Hon HO Sai-chu, SBS, JP  
Hon LEE Cheuk-yan  
Dr Hon LUI Ming-wah, JP  
Hon Ronald ARCULLI, JP  
Hon CHAN Kwok-keung  
Hon CHAN Yuen-han  
Hon LEUNG Yiu-chung  
Hon YEUNG Yiu-chung  
Hon Andrew CHENG Kar-foo  
Hon SZETO Wah

**Members absent** : Hon Cyd HO Sau-lan  
Hon Michael HO Mun-ka  
Hon CHAN Wing-chan  
Hon CHAN Kam-lam  
Dr Hon LEONG Che-hung, JP  
Hon SIN Chung-kai

**Public Officers :** Item III  
**attending**

Mr Philip K F CHOK, JP  
Deputy Secretary for Education and Manpower

Mr Herman CHO  
Principal Assistant Secretary for Education  
and Manpower 7

Miss Erica NG  
Principal Assistant Secretary for Education  
and Manpower 4

Mr Ivan LEE  
Principal Assistant Secretary for Education  
and Manpower 5

Mr Matthew K C CHEUNG, JP  
Commissioner for Labour

Mr Alfred CHAN  
Deputy Commissioner for Labour  
(Labour Administration)

Mr K F LEE  
Deputy Commissioner for Labour  
(Occupational Safety and Health)

Item IV

Mr Philip K F CHOK, JP  
Deputy Secretary for Education and Manpower

Mr Herman CHO  
Principal Assistant Secretary for Education  
and Manpower 7

Mr Matthew K C CHEUNG, JP  
Commissioner for Labour

Mr K F LEE  
Deputy Commissioner for Labour  
(Occupational Safety and Health)

Mr H K MAK  
Assistant Commissioner for Labour  
(Occupational Safety)

Item V

Mr Philip K F CHOK, JP  
Deputy Secretary for Education and Manpower

Mr Ivan LEE  
Principal Assistant Secretary for Education  
and Manpower 5

Prof LEE Ngok  
Executive Director  
Vocational Training Council

Dr F K W MAK  
Deputy Executive Director (Training & Development)  
Vocational Training Council

Mr N C MOU  
Senior Industrial Training Officer (Apprenticeship)  
Vocational Training Council

Item VI

Mr Philip K F CHOK, JP  
Deputy Secretary for Education and Manpower

Mr Ivan LEE  
Principal Assistant Secretary for Education  
and Manpower 5

Mr Y C TONG  
Executive Director  
Construction Industry Training Authority

Mrs Sophie LEUNG  
Secretary to Construction Industry Training Authority

**Clerk in attendance** : Mrs Sharon TONG  
Chief Assistant Secretary (2)1

**Staff in attendance** : Miss Anita HO  
Assistant Legal Adviser 2

Mr Raymond LAM  
Senior Assistant Secretary (2) 5

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**I. Confirmation of minutes of meeting held on 7 October 1999 and matters arising**

(LC Paper Nos. CB(2) 180/99-00 and CB(2) 179/99-00(01))

The minutes of the meeting held on 7 October 1999 were confirmed.

2. Members noted the list of follow-up actions required of the Administration.

**II. Date of next meeting and items for discussion**

(LC Paper No. CB(2) 179/99-00(02))

3. Miss CHAN Yuen-han suggested that the issue of age discrimination in employment be discussed at the next meeting. Deputy Secretary for Education and Manpower (DSEM) responded that the issue of age discrimination had been discussed at the Panel meeting on 24 June 1999. The Administration considered that it was not an appropriate time to introduce legislative measures against age discrimination in recruitment, and that public education and publicity programme should be strengthened before legislative measures would be considered. Miss CHAN Yuen-han said that if the issue was not yet ready for discussion at the next meeting, consideration could be given to discussing the issue at the meeting in December 1999.

4. Miss CHAN Yuen-han said that the Administration had consulted the Labour Advisory Board (LAB) on the previous day a number of issues relating to employees rights, including those relating to sickness benefits, lay-off, right to strike, reinstatement and wages. Although she had no intention to interfere with the work of LAB, she considered that the Panel should also be consulted on these issues at the same time. She considered that the Administration should at least inform members of the issues being discussed by LAB so that members would not have to rely on newspaper reports for such information. Mr CHAN Kwok-keung and Mr LEUNG Yiu-chung shared the same view. Mr LEUNG added that the Administration should provide the Panel with the papers provided to LAB.

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5. Mr HO Sai-chu however considered it more appropriate for issues to be first discussed by the LAB, in which there were equal number of representatives of employers and employees, before presenting them to the Legislative Council Panel on Manpower (the Panel) for consideration. Mr Ronald ARCULLI added that if all issues being considered by advisory bodies should be provided to the Panel for consideration at the same time, the purpose of setting up advisory bodies would be defeated. Dr LUI Ming-wah considered that the issues should first be considered by LAB before their discussion by the Panel. The relevant papers could be provided to the Panel for information, but not for discussion.

6. Commissioner for Labour (C for L) responded that the issues cited by Miss CHAN had only been presented to the Committee on Labour Relations of LAB, but not LAB itself, on the previous day. After consultation with LAB at its meeting in late November or early December, the proposals would then be submitted to the Panel. This was a well-tried and established practice. He pointed out that there were difficulties in consulting LAB and the Panel at the same time. Discussions of LAB were confidential and the proposals might be changed after discussion. Premature disclosure of such proposals might not be meaningful. As a measure to keep the Panel informed of the issues considered by LAB, the Administration had been providing the Panel Chairman with a list of issues discussed by LAB. The Chairman requested the Administration to consider providing members with papers provided to LAB relating to employees' rights issues as cited.

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7. Members agreed to discuss the following items at the next meeting to be held on 25 November 1999 at 2:30 pm -

- (a) Review of employment conditions of live-in domestic helpers;
- (b) Briefing on Factories and Industrial Undertakings (Amendment) Bill; and
- (c) Briefing on Occupational Safety and Health (Display Screen Equipment) Regulation.

*(Post-meeting note : At the request of the Administration, discussion of item (a) was subsequently deferred. The items "Hong Kong Disneyland-employment opportunities" and " Vocational Training Council - enhancement of information technology infrastructure and services" were added to the agenda for the next meeting.)*

**III. Report on the progress of policy initiatives for the 1998-99 session and**

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**legislative proposals and policy programmes/reviews for the 1999-2000 session**

(LC Paper No. CB(2) 179/99-00(03))

8. At the invitation of the Chairman, DSEM briefly highlighted the salient points of the paper provided by the Administration.

Measures to ease unemployment

9. Referring to paragraph 2 of the Administration's paper, Mr LEE Cheuk-yan pointed out that although 90 000 job opportunities had been created as a result of the Government's key initiatives, infrastructural projects and public works in the past 15 months ending September 1999, only 65 000 new jobs would arise from such initiatives and projects in the next 15 months. He asked whether the Administration had slowed down its major works and projects. He suggested that the Administration might consider advancing some of the projects so that job vacancies would be more evenly distributed among different years. DSEM said that the advancement of projects had already been taken into account in the estimations. He added that the peak of construction projects was expected to be found in 2001. In response to the Chairman, DSEM undertook to examine with the Works Bureau if it was possible to identify the number of jobs deleted as a result of the completion of infrastructural projects and public works for the periods of June 1998 to September 1999 and October 1999 to December 2000.

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Job opportunities created by other initiatives

10. DSEM said that besides job opportunities created by infrastructural projects and public works, a number of job opportunities would be created by the environmental protection initiatives outlined in the 1999 Policy Address. The Education and Manpower Bureau was working with the Planning, Environment and Lands Bureau to study the job opportunities arising from such initiatives. The Administration had also provided financial resources for the City University of Hong Kong to acquire additional equipment and increase the number of training places in computer animation by three times. The Administration would also work with training bodies to look into the possibility of providing more training places in information technology.

Job opportunities created by environmental protection initiatives outlined in the 1999 Policy Address

11. Miss CHAN Yuen-han asked about the estimated time for completion of the study on job opportunities arising from environmental protection initiatives. The Chairman added that the Administration should inform members of the objective and scope of the study, as well as the job types and source of manpower required. DSEM advised that the study sought to examine the number of job opportunities to be created. The Chairman requested the Administration to provide before the meeting in November the objectives and outline of its study on the job opportunities created by environmental protection initiatives, as well as the job types and source of manpower needed.

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Identifying needs and review policies and standards

12. Responding to Mr LEUNG Yiu-chung's question on the scope and timetable for the consultancy study on the best overseas practices in manpower forecasting, Principal Assistant Secretary for Education and Manpower 5 (PAS(EM)5) said that the study sought to examine the manpower forecasting models of nine places, their effectiveness and applicability to Hong Kong. It was hoped that the study would be completed by the end of 1999. Mr LEUNG Yiu-chung requested the Administration to provide the requested information in writing.

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Employer-employee relations

13. Miss CHAN Yuen-han said that there were recently many labour disputes arising from reduction of wages and benefits. Many employers were ignoring the "Guidelines on what to do if wage reductions and retrenchments are unavoidable" issued by the Labour Department (LD). She asked how the Administration implemented the guidelines, and whether the Administration would consider introducing legislative measures if the guidelines were found to be ineffective. She expressed concern about a recent labour dispute arising from a substantial reduction of wages and benefits.

14. In response, C for L said that the Administration was very concerned about labour disputes and it had done a lot in conciliation. While he was not in a position to comment on individual cases, conciliation was being made by LD in the case mentioned by Miss CHAN. He added that in the process of conciliation, LD would try to understand each case thoroughly and balance the interest of the parties involved. If conciliation was unsuccessful, either of the parties involved could bring the case to the Labour Tribunal. According to the Administration's record, most employers were following the guidelines. There had not been any substantial increase in such disputes. The impression of an increased number of disputes was due to the fact that some of the disputes had been widely covered in the media.

15. Mr LEE Cheuk-yan expressed concern that some employers were imposing further wage reductions. He considered that communication between employers and employees should be made on equal terms, and that the role of labour unions in communication, consultation and negotiation should be respected and recognized. He also pointed out that the Administration had never promoted the concept of employee's right to collective bargaining. C for L responded that the Workplace Consultation Promotion Unit of LD had done a lot in promoting effective communication between employers and employees at the industry level through the setting up of tripartite committees comprising representatives of employers, employees and LD. With the assistance of LD, tripartite committees had been formed in a number of trades and industries. Besides communication, employment matters of mutual concern were also discussed at the meetings of such committees. The aim was to foster voluntary collective bargaining. He considered that it was important to first establish a mechanism for direct dialogue between employers and employees. Mr LEE Cheuk-

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yan said that there existed no collective bargaining on the part of employees in tripartite committee meetings. He added that there had not been any labour union that had been formally recognized by employers as employees' representatives for communication and negotiation.

16. Deputy Commissioner for Labour (Labour Administration) (DC for L(LA)) said that in a broad sense, collective bargaining might not necessarily meant negotiations between employers with labour unions as the only form of workers organisations. Hong Kong was characterized by a multiplicity of labour unions in a company or at industry level. It might sometimes be difficult for employers or their organisations to determine with which labour union dialogue should be made. Under such circumstances, employer would choose to discuss matters relating to labour-management relations with some representatives elected from among their employees. These representatives would be equivalent to representatives of labour unions. In this connection, Mr LEE Cheuk-yan said that workplace consultation committees within a company were not formed by employees, but by employers. Besides labour unions, he could not find any other association that represented employees.

17. Mr LEUNG Yiu-chung said that as there was a lack of protection, many employees were afraid of discussing their wages and benefits with employers or even forming labour unions. DC for L (LA) said that the issue of whether employers and employees were on equal terms depended on their actual strength. A representative labour union might not necessarily have sufficient strength to negotiate with employers on equal terms because of low membership. He added that labour-management relations in Hong Kong had been good in the past. Existing legislation had already guaranteed the rights of workers to form labour unions and prohibited discrimination against such persons.

18. Mr HO Sai-chu considered that in conciliating disputes, LD had usually been in favour of the "labour" side. C for L said that LD had always adopted a neutral position in the conciliation of labour disputes. In fact, LD always sought to strike a reasonable balance between the interests of employers and employees. He added that labour-management relations in Hong Kong had been good in comparison with those of many other places and he hoped that such good relations could be maintained.

19. Miss CHAN Yuen-han said that under the current high unemployment situation, employees had no negotiations power. She considered that the establishment of workplace consultation committees would not be adequate to protect the rights of employees.

Application of International Labour Conventions in Hong Kong

20. Mr LEE Cheuk-yan asked whether the Administration had responded to the points raised in the report of the International Labour Organization's Committee on Freedom of Association in November 1999. In this connection, C for L said that the Administration had already responded to the points raised in the report.

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Mr LEE requested the Administration to provide members with a copy of the response.

#### Formation of a subcommittee on employer and employee relations

21. Mr LEE Cheuk-yan suggested that a subcommittee be formed under the Panel to examine the issue of employer and employee relations. C for L said that if members were interested in examining the issue, it might be more meaningful to make the issue as a standing discussion item in the LegCo Manpower Panel. The Administration was prepared to report on a monthly basis the progress of initiatives and efforts to further promote good employer and employee relations. The Chairman considered that the issue warranted detailed study by a subcommittee.

22. The majority of members present supported that a subcommittee should be formed. Mr Kenneth TING was opposed to the formation of a subcommittee. The Chairman, Mr LEE Cheuk-yan, Miss CHAN Yuen-han, Mr CHAN Kwok-keung and Mr Andrew CHENG agreed to join the subcommittee.

#### **IV. New proposals and measures to improve industrial safety** (LC Paper No. CB(2) 2828/98-99(05))

23. At the invitation of the Chairman, C for L and Deputy Commissioner for Labour (Occupational Safety and Health) (DC for L (OSH)) presented the Administration's paper and highlighted the following points -

- (a) industrial accidents in the construction industry and the catering industry constituted about 45% and 30% of the total industrial accidents respectively;
- (b) the Administration had stepped up enforcement, visits to small and medium-sized establishments, publicity and education in industrial safety. The number of improvement notices and suspension notices issued had substantially increased. LD was working closely with the Housing Authority and the Works Bureau in the introduction of measures to improve industrial safety. All these had contributed to an improvement in the safety performance of the industrial sector both in terms of accident number and accident rate. In the first six months of 1999, industrial accidents recorded a decrease of 28% in the construction industry, 10% in the catering industry, and an overall decrease of about 19% to 20% for all industries. The Administration was confident that the industrial accident rate would continue to improve;
- (c) the Administration had launched in July 1999 a territory-wide safety award scheme for different categories of catering establishments to promote good housekeeping;

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- (d) since January 1999, a total of 22 Panels of Inquiry on contractors had been held, 15 contractors had been asked to refrain from tendering and three had been seriously warned;
- (e) about 140 000 workers in the construction industry had received safety training and obtained a "green card" issued by the Construction Industry Training Authority (CITA);
- (f) more than \$5.5 million would be contributed by nine organizations for launching a Safety Banner Scheme, a Personal Protective Equipment Campaign, and a Territory-wide Construction Safety Award Scheme; and
- (g) the Administration had obtained funding of over \$2 million which would be used for the purchase of personal protective equipment, such as safety goggles and gloves, for distribution to workers.

24. Mr HO Sai-chu said that most employers were very concerned about industrial safety. Even under a poor business environment, employers were still trying their best to comply with an increasing number of statutory requirements on industrial safety. He requested the Administration to consider deferring the introduction of some of the legislative proposals so as to avoid a substantial increase in financial burden on employers and employees. C for L responded that in introducing new legislative measures, consideration had always been given to cost implications. The Administration had tried to strike a balance between the interests of employers and employees. The Administration was also keeping the training fees for workers at a low level. He added that the five legislative proposals on industrial safety as mentioned in paragraph 25 of the Administration's paper for agenda item III were mostly related to safety in non-construction related activities. DC for L (OSH) added that the Administration was aware of the difficulties being faced by business establishments. To his knowledge, the proposed measures would not result in a substantial increase in cost. The proposed measures would also have a positive effect on operation and insurance premium.

25. Mr LEE Cheuk-yan expressed concern that as the Administration had always called for the self-regulation of contractors and employers in safety management, it might not play an active role in enforcement. In response, C for L said that besides calling for self-regulation of employers, the Administration was also implementing other measures to promote and improve industrial safety. Enforcement had actually been tightened especially in the past six months. The number of suspension notices and improvement notices issued had substantially increased. These had resulted in a continuous decrease in the number of industrial accidents.

26. Mr LEE Cheuk-yan suggested that the names of companies with the highest number of industrial accidents or highest accident rates be disclosed so as to create a public pressure for these companies to improve. DC for L(OSH) responded that companies with the highest number of accidents were usually those which employed a large number of workers on their sites. LD was targeting enforcement on these

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companies, as their improvement would result in a substantial drop in the total number of industrial accidents. As some of the cases might involve litigation, according to legal advice, disclosure of the names of such companies would not be appropriate. He assured members that the Administration would continue to tighten enforcement on these companies. To his knowledge, some companies had already demonstrated a substantial decrease in the number of accidents. In the event that a company failed to improve, LD would increase its inspection on all the work sites of the company concerned and take legal action. Companies with poor safety records would have less chance of being awarded works contracts in future.

27. In response to Mr Andrew CHENG's question on the way forward in respect of the legal liability of natural persons, DC for L(OSH) said that the established practice was to prosecute a company for breach of a safety-related provision. This had allowed persons negligent in carrying out their duties to get away unscathed. In view of this, the Administration was considering the prosecution of natural persons for specific failure to manage a site properly. Legal advice would be sought on such a proposal. Mr Andrew CHENG said that as most natural persons were employees, the consequence and the legal implications of the proposal should be carefully considered before determining the way forward.

28. Referring to paragraph 6(j) of the Administration's paper, Mr Andrew CHENG asked why the Administration would only notify the headquarters project staff of the Works Bureau, the Housing Authority, the two Railway Corporations, the Housing Society and the Land Development Corporation if a suspension notice issued to any of their contractors remained outstanding for over two weeks. DC for L(OSH) responded that such notification would get the developers involved in site safety issues which had a direct bearing on their project progress. They might exert pressure on their contractors to rectify the substance of the offence and initiate their own internal actions. Such information would also facilitate their consideration of whether new contracts should be awarded to such contractors. Mr Andrew CHENG considered that standardized guidelines should be established for the safety performance of contractors. Consideration could be given to the establishment of a points system.

**V. Review of apprenticeship system**  
(LC Paper No. CB(2) 179/99-00(04))

29. The Chairman said that he had been informed by Miss CHAN Yuen-han that the Association of Inspectors of Apprentices (the Association) had expressed interest in presenting their views on the redeployment of Inspectors of Apprentices (I of As). In view of the tight time available for discussion of the agenda items, there might not be sufficient time for the Association to present their views. If members considered it necessary, a special meeting could be convened on the subject and representatives of the Association could be invited to present their views before members.

30. At the invitation of the Chairman, Executive Director of Vocational Training Council (ED/VTC) highlighted the salient points of the Administration's paper as

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follows -

- (a) the total number of apprentices had decreased from 9 933 persons ten years ago to 6 772 persons in 1998. The number had further dropped to 6 554 in October 1999. The number of new entrants to the apprenticeship scheme had declined to 2 103 in October 1999;
- (b) the number of employers engaging apprentices had dropped from a peak of 3 553 in 1990 to the current level of 1 580; and
- (c) despite the above changes, the number of I of As remained unchanged at 71. Redeployment of I of As, which comprised two phases, was therefore proposed. Phase I would involve the reduction of the number of I of A from 71 to 36. After implementation of Phase I, each I of A would still carry out 1 400 visits a year. Adequate monitoring of employers and apprentices would still be maintained. VTC would review the position in respect of the implementation of Phase I before determining the implementation plan for Phase II.

31. Miss CHAN Yuen-han said that while the Administration had just launched the Youth Pre-employment Training Programme, it was reducing the number of I of As. She questioned the Administration's policy in respect of the training of young school leavers aged between 15 and 19. DSEM said that the Administration was very concerned about the training of young school leavers aged between 15 and 19. A reduction in the number of I of As was proposed since there was a decline in demand for apprentice training. VTC had been promoting its apprentice training scheme. However, the success of the scheme also depended on the support of employers. To his knowledge, VTC had developed new plans in respect of the pre-employment training of young school leavers aged between 15 and 19. In this connection, ED/VTC supplemented that VTC had launched a new Certificate of Vocational Studies (CVS) course in the current academic year. It was a two-year full-time programme aimed at achieving a balance between general education and vocational training. It sought to equip students with skills in languages, IT application, and commerce or engineering. A total of 800 training places would be provided in the current year and 1 400 training places in the following year. The CVS courses would be operated under existing resources and the redeployed I of As would be retrained to teach in CVS courses. Besides the CVS courses, a number of training places were also offered by the Hotel Industry Training Centre. With the decline in demand for craftsman by some trades, VTC had reduced the number of training places in craft training to 1 802 in 1999-2000. Consideration was being given to increasing the number of training places in electrical and mechanical engineering, building services, catering and hospitality services.

32. Members agreed to hold a special meeting on 4 November 1999 at 2:30pm to continue discussion on the subject and receive the views of deputations on the redeployment of I of As arising from the review of the Apprenticeship Scheme. Besides the redeployment of I of As, members requested the Administration to provide

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the following information for the special meeting -

- (a) the redeployment of resources in providing training young school leavers aged between 15 and 19 in order to equip them with the necessary skills in enhancing their employability and competitiveness;
- (b) details of training offered by VTC to young school leavers;
- (c) whether I of As had been consulted on the proposed redeployment; and
- (d) details of the CVS courses.

33. Miss CHAN Yuen-han suggested that other relevant staff associations in VTC be invited to give views at the meeting.

#### **VI. Briefing on Industrial Training (Construction Industry)(Amendment) Bill 1999 (the Bill)**

(LC Paper No. CB(2) 179/99-00(05))

34. DSEM briefed members on the paper provided by the Administration. He said that the Legal Service Division of the Legislative Council Secretariat had suggested the incorporation of a validation clause to accord the legal basis for the CITA to conduct voluntary skills assessment tests and to provide subsidies to employers of CITA graduates in the past. The Administration would move a Committee Stage amendment to incorporate the validation clause.

35. Mr HO Sai-chu said that the Hong Kong Construction Association and the Real Estate Developers Association were in support of the proposed increase in levy rate. As the proposed increase was a substantial one, he hoped that the Administration would review the issue and reduce the levy when there was a decrease in the funds needed by CITA. DSEM responded that the Administration would closely monitor the situation. As in the case of other similar funds, the Administration would consider lowering the levy rate if CITA's financial situation did not warrant the higher level of income.

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36. Mr Andrew CHENG asked why CITA had continued to carry out the activities referred to in paragraph 5 of the Administration's paper despite the doubts raised by the Department of Justice. He also asked about the level of subsidy provided to employers engaging apprentices. DSEM responded that CITA was previously advised by their legal adviser that it could carry out the activities concerned. Executive Director of CITA (ED/CITA) added that CITA had been conducting skills assessment tests since about 1990. Although there was no legislation which explicitly empowering CITA to carry out such tests, CITA had been advised by its legal adviser that it could carry out such tests. As regards the provision of subsidies to employers of CITA graduates, he explained that since late 1998, CITA had introduced a scheme in which an employer would receive a monthly subsidy of \$2,000 for the employment of a CITA graduate under a proper contract of apprenticeship lasting for six months to two

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years. CITA had also sought legal advice on the issue and confirmed that it could provide such subsidy. As the Department of Justice had cast doubt about whether adequate legal authorization had been provided under existing legislation for CITA to carry out the two activities, there was a need to explicitly empower CITA to carry out such activities.

37. Mr Andrew CHENG expressed concern that despite the skills assessment tests, the quality of local property developments built in the last ten years were relatively poor. He considered that the Administration should provide information on the number of persons who had passed such tests. ED/CITA responded that CITA was very concerned about the quality of its trainees. A lot of emphasis was given on the quality of work and industrial safety in CITA's training. The introduction of ISO 9000 standards were also aimed at enhancing quality of work.

38. The Chairman said that the proposals in Bill had already been considered and was supported by the construction industry. He hoped that members would support the Bill.

**VII. Any other business**

39. The Chairman reminded members that a joint meeting with the Panel on Security had been scheduled for 4 November 1999 at 4:45 pm to discuss the Admission of Talents Scheme and review of driving duties of foreign domestic helpers.

40. There being no other business, the meeting ended at 4:48 pm.

Legislative Council Secretariat  
2 December 1999