

ITEM FOR FINANCE COMMITTEE

HEAD 90 – LABOUR DEPARTMENT

Subhead 700 General other non-recurrent

Item 535 Skills Enhancement Project

Item 536 Incentive allowance for local domestic helpers

New item “Provision of job opportunities through improvement in environmental hygiene in public housing estates”

Subhead 000 Operational expenses

HEAD 145 – GOVERNMENT SECRETARIAT :

**ECONOMIC DEVELOPMENT AND LABOUR BUREAU
(ECONOMIC DEVELOPMENT BRANCH)**

Subhead 700 General other non-recurrent

New item “Tourism Development Assistant Training Project”

HEAD 49 – FOOD AND ENVIRONMENTAL HYGIENE DEPARTMENT

Subhead 700 General other non-recurrent

Item 013 Special improvement in environmental hygiene

HEAD 95 – LEISURE AND CULTURAL SERVICES DEPARTMENT

Subhead 700 General other non-recurrent

New item “Leisure, Cultural, Sports and Arts Training Project and Leisure and Cultural Guide Project”

New item “Provision of cleaning-related service to public leisure venues”

HEAD 63 – HOME AFFAIRS DEPARTMENT

Subhead 700 General other non-recurrent

New item “Community Building Project and Positive Life Project”

HEAD 22 – AGRICULTURE, FISHERIES AND CONSERVATION DEPARTMENT

Subhead 700 General other non-recurrent

New item “Promoting Natural Environment Project”

New item “Provision of additional maintenance service to country parks”

HEAD 170 – SOCIAL WELFARE DEPARTMENT

Subhead 700 General other non-recurrent

New item “Community Care Project and provision of additional support to measures under the Support for Self-reliance Scheme”

Members are invited to approve the following employment and training package to relieve unemployment –

- (a) under Head 90 Labour Department –
 - (i) an increase in the approved commitment from \$150 million to \$210 million to increase the training places under the Skills Enhancement Project ;
 - (ii) an increase in the approved commitment from \$30 million to \$60 million to provide incentive allowance to more local domestic helpers ;
 - (iii) supplementary provision of \$15 million to Subhead 000 Operational expenses to provide additional training places under the Youth Pre-employment Training Programme for the programme year 2003-04; and
 - (iv) a new commitment of \$23 million to provide job opportunities through improvement in environmental hygiene in public housing estates;
- (b) a new commitment of \$98 million under Head 145 Economic Development and Labour Bureau (Economic Development Branch) to launch the Tourism Development Assistant Training Project;
- (c) an increase in the approved commitment from \$150 million to \$365 million under Head 49 Food and Environmental Hygiene Department to provide improvement in environmental hygiene;

/(d)

- (d) under Head 95 Leisure and Cultural Services Department –
 - (i) a new commitment of \$38.5 million to launch the Leisure, Cultural, Sports and Arts Training Project and the Leisure and Cultural Guide Project; and
 - (ii) a new commitment of \$30 million to provide cleaning-related services to public leisure venues;
- (e) a new commitment of \$45 million under Head 63 Home Affairs Department to launch the Community Building Project and the Positive Life Project;
- (f) a new commitment of \$69.5 million under Head 170 Social Welfare Department to launch the Community Care Project and provide additional support to measures under the Support for Self-reliance Scheme; and
- (g) under Head 22 Agriculture, Fisheries and Conservation Department –
 - (i) a new commitment of \$16.7 million to launch the Promoting Natural Environment Project; and
 - (ii) a new commitment of \$44.3 million to provide additional maintenance services to country parks.

/PROBLEM

PROBLEM

As a result of the slowdown in economic activities brought about by the outbreak of Severe Acute Respiratory Syndrome (SARS), the unemployment rate rose to 8.3% for the period March to May 2003, with some 287 000 people out of work. With a large number of fresh graduates and school leavers entering the labour force during the summer months, there is pressure on unemployment in the near term. We need to further relieve the impact of SARS on unemployment.

PROPOSAL

2. We propose to provide further employment/training relief measures, as follows –

- (a) strengthen the Youth Pre-employment Training Programme (YPTP) to provide comprehensive pre-employment training and workplace attachment for school-leavers aged 15 to 19;
- (b) create short-term jobs with a training element in a wide spectrum of arts, sports, cultural, social, tourism, environmental and leisure-related areas for young people;
- (c) strengthen the Skills Enhancement Project (SEP) to provide more short-term training opportunities for serving/displaced employees of trades severely affected by SARS;
- (d) provide incentive allowance for more local domestic helpers (LDHs) to promote their employment;
- (e) create jobs in support of special improvement in environmental hygiene to reinforce the Hong Kong Special Administrative Region Government's efforts to clean up Hong Kong; and
- (f) recruit additional community work organisers to strengthen support for able-bodied Comprehensive Social Security Assistance (CSSA) recipients.

/JUSTIFICATION

JUSTIFICATION

3. The unemployment rate and underemployment rate hit new high of 8.3% and 3.8% respectively in March – May 2003, reflecting fuller impact of SARS on the labour market. The service and tourism-related sectors were particularly hard hit, where there were increased lay-offs, resulting in reduced employment almost across-the-board. Also in these sectors, more employees were suspended from work or asked to take no-pay leave, resulting in higher underemployment. Despite the generally improving business conditions, employers are expected to remain stringent about staffing and labour demand is likely to remain slack. Furthermore, the entry of a new batch of fresh graduates and school leavers is adding to the labour supply. Thus the manpower resource balance is likely to loosen further, putting upward pressure on both the unemployment and underemployment rates in the near term.

4. Against this background and having considered the views of the Task Force on Employment, Legislative Council (LegCo) members, political parties and the wider community, the Administration proposes to introduce a package of enhanced employment measures to create about 32 000 additional employment and training opportunities. Through collaboration with non-governmental organisations (NGOs) and community organisations, the new programmes will not only create jobs but also help foster social cohesion and community building. Our package will create employment and provide training in areas suited to the needs of Hong Kong. It demonstrates the Administration's commitment to easing unemployment and enhancing the employability of our young people and upgrading our workforce.

5. The new package will focus on the two most vulnerable groups of unemployed: the youth and the middle-aged. About half (14 350) of the additional training and employment opportunities are geared for unemployed youth, including school leavers, while the rest (17 700) are suitable for the middle-aged. The new measures are outlined below.

Initiatives for Young People

6. The first category of the programme focuses on the employment needs of young people. With the advent of summer, a large number of secondary school graduates/leavers will join the labour force and will thus add pressure to the employment market. With no or very little working experience, these young people often find it difficult to seek suitable jobs. To address their needs, we have devised eight programmes which would enhance their skills and provide them with valuable work experience.

/Youth

Youth Pre-employment Training Programme (YPTP)

7. Since 1999, the Labour Department (LD) has implemented the YPTP to provide comprehensive pre-employment training and workplace attachment for school-leavers aged 15 to 19. Under the current proposal, we will provide an additional 6 000 places under the YPTP in the programme year from September 2003 to August 2004.

Employment programmes

8. Jobs under the employment programmes will cover a wide spectrum of arts, cultural, sports, social, tourism, environmental and leisure-related areas, which should offer attractive prospects to the young people while enriching their experience. These jobs will be for six months and, except for supervisory ranks, offer a monthly remuneration of \$4,000. We will arrange training pertinent to the job requirements so that participating youth would not only gain working experience, but also obtain useful job-related training. This will improve their employability in the future. The various employment programmes are outlined below.

Tourism Development Assistant Training Project

9. The Tourism Commission will commission NGOs to run this project providing 3 000 jobs. The job holders will promote healthy tourism, remind travellers to comply with hygiene standards and assist in organising tourism programmes. It will be rolled out in August 2003.

Community Building Project and Positive Life Project

10. The Home Affairs Department, with the assistance of NGOs, will launch the Community Building Project and Positive Life Project. Altogether some 1 500 openings will be available. The Project will commence in August 2003.

11. The Community Building Project will engage youth to assist in, organise and promote community building activities. The activities include, inter alia, the provision of support for election activities, and promotion of Local Community Economy and building management. Job holders for the Positive Life Project will publicise and promote message on maintaining a positive outlook on life and foster a culture of creativity.

/Leisure

Leisure, Cultural, Sports and Arts Training Project and Leisure and Cultural Guide Project

12. Altogether 1 350 young people will be recruited by the Leisure and Cultural Services Department (LCSD) to provide training and workplace experience in the leisure, cultural or performing arts venues of LCSD or in the sport associations. Among the group of appointees, 100 will be engaged as leisure and cultural guides to guide tourists and students on historical background and features of cultural heritage, gardening and species of flowers. The job openings will be available in August 2003.

Promoting Natural Environment Project

13. The Agriculture, Fisheries and Conservation Department (AFCD) will employ 500 young people under the project. The appointees will acquire knowledge about Hong Kong's natural environment and nature appreciation techniques, promote good practice in nature appreciation and improve the natural environment with hands-on experience through conducting guided visits and fieldwork. The project will be implemented in August 2003.

Community Care Project

14. The Social Welfare Department (SWD) will launch the Community Care Project under which 2 000 young people will be engaged by NGOs to promote environmental and personal hygiene among the elderly and other community members, assist in organising such activities and offer logistical help to promotional and educational activities organised in support of the "Team Clean" initiatives. The project will be rolled out in August 2003.

Initiatives for Other Groups

15. The second category of initiatives caters for the employment and career needs of other groups. These include the provision of additional training places for the SEP and employment opportunities catering for the middle-aged with low skills and low education attainment.

Training programmes – Skills Enhancement Project

16. We will strengthen the SEP introduced in June this year by injecting an additional \$60 million. With this additional funding, we will provide 5 000 more short-term training opportunities for employees on no-pay leave and

/employees

employees previously employed in industries that are hard hit by the outbreak of SARS. These include the catering, hotel, retail, tourism and building decoration industries. As in the original programme, the training will last for two months. The special tailor-made skills enhancement training will be delivered by the Skills Upgrading Scheme Secretariat and the complementary generic training will be carried out by the Employees Retraining Board (ERB). Each participant of the course will receive a maximum monthly allowance of \$4,000 during the training period.

17. Separately, we will use approved funding reserved under the original SEP to provide 2 000 new places of 2-week tailor-made training for those in the airport-related sectors, which are hard hit by the outbreak of SARS. Each participant will receive a weekly allowance of up to \$1,000 during the training period.

Employment programmes

18. To tie in with the efforts of the Administration to clean up Hong Kong, we will create about 6 600 job opportunities for a period of six months to reinforce the cleaning work and improve environmental hygiene in various areas, including public housing estates, streets/backlanes, common parts of old tenement buildings, leisure facilities and country parks.

19. We will also create jobs to administer enhanced voluntary community work under the “Support for Self-reliance Scheme”, which aims at assisting more able-bodied CSSA recipients going back to work, as well as doubling the capacity of the Incentive Allowance Scheme for LDHs. The various programmes are outlined below.

Provision of special incentive allowance to LDHs

20. Members approved on 16 May 2003 a commitment of \$30 million for the provision of special incentive allowance (at a daily maximum of \$50 or monthly maximum of \$1,200 per applicant, for a maximum of 6 months) to qualified LDHs who are willing to work across the harbour or during unsocial hours. The scheme is implemented through ERB’s Integrated Scheme for LDHs. The target then was to provide the allowance for 4 000 qualified LDHs. We propose to inject a further \$30 million into the scheme to benefit an additional 4 000 LDHs.

/Provision

Provision of enhanced improvement in environmental hygiene

21. Members also approved in May 2003 a commitment of \$150 million for the Food and Environmental Hygiene Department to strengthen its efforts in improving environmental hygiene. We now propose to invest an additional \$215 million into this initiative. We expect that this additional funding will provide 4 250 jobs, including extending for six months the 3 000 jobs provided in the \$432 million package approved by Members on 16 May 2003, and engagement of another 1 250 workers under cleaning contracts to be awarded by the department from September 2003.

Provision of special improvement in environmental hygiene in public housing estates

22. A further initiative to improve environmental hygiene is to clean up public housing estates and their surrounding areas and promote the need to keep the environment tidy and clean. It is expected that 580 additional jobs will be created starting from August 2003. LD will be enlisting the assistance of the Housing Authority to create the jobs.

Provision of cleaning-related service to public leisure venues

23. LCSD will strengthen cleaning-related service to 1 400 leisure venues under its purview. About 800 jobs are expected to be created by contractors taking up cleaning services from August 2003.

Provision of additional maintenance service to country parks

24. AFCD will, starting from August 2003, provide additional cleaning and cleaning-related service to country parks and other venues such as farms and markets under its purview. Some 970 jobs will be created.

Provision of additional support to measures under the Support for Self-reliance Scheme

25. SWD will recruit 100 community work organisers for one year to provide support to the Support for Self-reliance Scheme which aims to help employable CSSA recipients develop a work habit and increase self-esteem through participating in community work, thus paving way for employment. The project will begin in August 2003.

Encl. 1 26. For ease of reference, a summary table of these 16 initiatives is at Enclosure 1.

FINANCIAL IMPLICATIONS

27. The package of measures will require additional funding totaling \$715 million. The projected cash flow is as follows –

	2003-04	2004-05	Total
	\$ million	\$ million	\$ million
(a) Youth Pre-employment Training Programme	15	30	45
(b) Tourism Development Assistant Training Project	98	-	98
(c) Community Building Project and Positive Life Project	45	-	45
(d) Leisure, Cultural, Sport and Arts Training Project and Leisure and Cultural Guide Project	38.5	-	38.5
(e) Promoting Natural Environment Project	16.7	-	16.7
(f) Community Care Project and provision of additional support to measures under the Support for Self-reliance Scheme	66.3	3.2	69.5
(g) Skills Enhancement Project	60	-	60
(h) Provision of special incentive allowance to Local Domestic Helpers	10	20	30
(i) Provision of enhanced improvement in environmental hygiene	120	95	215
(j) Provision of special improvement in environmental hygiene in public housing estates	23	-	23
(k) Provision of cleaning-related service to public leisure venues	30	-	30
(l) Provision of additional maintenance service to country parks	44.3	-	44.3

Total **715.0**

/28.

28. With the exception of the YPTP, we propose to provide the additional funding required through the creation of commitments under the relevant heads of expenditure, taking into account the fact that there may be residual payment in early 2004-05 to cater for expenses incurred towards the end of 2003-04.

29. For the YPTP, we propose to provide supplementary provision required in 2003-04 under Head 90 Subhead 000 as the Programme is now funded under the recurrent account. We will include the cash flow requirements for the next financial year in the 2004-05 Estimates.

Encl. 2 30. For details of the financial implications of each initiative, please refer to the project briefs at Enclosure 2.

BACKGROUND INFORMATION

31. The outbreak of SARS led to a significant downturn in a number of industries, and many employees were made redundant or were taking no-pay leave. A \$432 million package of short-term training and employment measures was endorsed by the Finance Committee on 16 May 2003. The current package would offer further relief to unemployment in Hong Kong.

32. We consulted the LegCo Panel on Manpower on 19 June 2003. Members supported the proposed measures.

Economic Development and Labour Bureau
June 2003

Provision of Employment and Training Places to Relieve Unemployment

Summary of Training/Job Vacancies

Project	Relevant Department/ Organisation	No. of New Vacancies/ Training Places	New Provision (\$ million)
Target group : Youth			
1. Increase the places under the Youth Pre-employment Training Programme	Labour Department (LD)	6 000 (Increasing the 2003-04 intake from 12 000 to 18 000)	45
2. Tourism Development Assistant Training Project	Tourism Commission	3 000	98
3(a) Community Building Project	Home Affairs Department	1 500	45
(b) Positive Life Project			
4(a) Leisure, Cultural, Sport and Arts Training Project	Leisure and Cultural Services Department(LCSD)	1 350	38.5
(b) Leisure and Cultural Guide Project			
5. Promoting Natural Environment Project	Agriculture, Fisheries and Conservation Department (AFCD)	500	16.7
6. Community Care Project	Social Welfare Department (SWD)	2 000	60
Subtotal		14 350	303.2
Target group : Others			
1. Increase the places under the Skills Enhancement Project (SEP)	Employees Retraining Board (ERB) and Skills Upgrading Scheme Secretariat	5 000 (Increasing the number of training places from the original target of 10 000 to 15 000)	60
2. SEP – training for workers employed in the airport-related sectors	ERB	2 000	See Footnote ¹
3. Increase the places to provide incentive allowance for Local Domestic Helpers (LDHs)	LD	4 000 (Increasing the number of places from the original target of 4 000 to 8 000)	30
4. Special improvement in environmental hygiene	Food and Environmental Hygiene Department	4 250 (Including extending the 3 000 jobs started since May to July 2003)	215
5. Special improvement in environmental hygiene in public housing estates	Housing Department	583	23
6. Provision of cleaning-related service to public leisure venues	LCSD	800	30
7. Provision of additional maintenance services to country parks	AFCD	967	44.3
8. Provision of additional support to measures under the Support for Self-reliance Scheme	SWD	100	9.5
Subtotal		17 700	411.8
Overall total		32 050	715

¹ The amount required (i.e. \$10.34 m) will be covered by the financial provision reserved under the original SEP.

Increase the places under the Youth Pre-employment Training Programme

- Purpose:** To provide a wide range of employment-related training to young school leavers in order to enhance their employability and competitiveness.
- Number of Places:** 18 000 (6 000 training places are added to the original capacity of 12 000 for the programme year 2003/04.)
- Target Group:** Young school leavers aged 15 to 19
- Elements of Training:**
- (a) Modular training
 - leadership, self-discipline and team building
 - job search and interpersonal skills
 - elementary/intermediate computer application
 - job-specific skills training
 - (b) Workplace attachment training for a duration of one month
- Allowance:** Trainees will receive an allowance of \$1,000 after completing the workplace attachment.
- Duration of Training:** Six to eight months
- Commencement Date:** The Youth Pre-employment Training Programme and the Youth Work Experience and Training Scheme will jointly receive applications from 26 July to 18 August 2003. Modular training will commence in early September.
- Responsible Department:** Labour Department

Budget:

	<u>Additional expenditure</u>	
	<u>2003-04</u>	<u>2004-05</u>
Modular training course	\$11,000,000	\$27,000,000
Workplace attachment allowance ¹	\$1,000,000	\$2,000,000
Publicity, promotion and administration expenditure	\$3,000,000	\$1,000,000

Total Expenditure : \$45,000,000

Number of Trainees : 6 000

¹ From past experience, not all trainees would participate in the work attachment module.

Tourism Development Assistant Training Project

- Purpose:** To assist in promoting healthy tourism and arranging tourism programmes.
- Number of Places:** 3 000 (2 800 Tourism Development Assistants and 200 supervisors)
- Target Group:** Youth
- Salary:** Tourism Development Assistants: \$4,000 per month
Supervisors: \$8,000 per month
- Duties:** Reminding travellers to comply with hygiene standards at tourist spots and venues; holding tourism promotional programmes; distributing information about personal health and hygiene; and assisting in arranging tourism programmes.
- Duration of Employment:** Six months
- Commencement Date:** August 2003
- Relevant Department:** Tourism Commission (Labour Department to assist in recruitment, overall project implemented mainly by non-governmental organisations).
- Training Programme:** Knowledge about key tourist spots, tourists' health and hygiene advice, and basic oral English and Putonghua.

Estimated Expenditure:

Salary	\$82,560,000
(i) 2 800 secondary school students (\$4,000 per month x 2 800 people x 6 months x 1.075 ¹)	
(ii) 200 supervisors (\$8,000 per month x 200 people x 6 months x 1.075)	
Materials	\$5,500,000
Transportation allowance (rural areas)	\$1,000,000
Training and administrative costs	\$8,940,000
Total :	\$98,000,000

¹ Including 5% contribution to the Mandatory Provident Fund and pro-rata annual leave pay.

Community Building Project

Purpose: To organise community building activities aimed at deepening the public's knowledge of, and their involvement with, their community; enhancing their sense of belonging; and fostering the spirit of neighbourliness.

Number of Places: 500

Target Group: Youth

Salary: \$4,000 per month

Duties: To assist the District Offices of Home Affairs Department and community organisations in planning, organising and promoting community building activities; and provide support for election activities, promotion of Local Community Economy, Clean Hong Kong, building management, etc.

Duration of Employment: Six months

Commencement Date: August 2003

Relevant Departments: Home Affairs Department (Labour Department to assist in recruitment)

Scope of Training: Activity planning, research, administrative support, promotion techniques, communication and co-ordination skills, etc.

Estimated Expenditure:

Salaries	\$12,900,000
(\$4,000 x 6 months x 1.075 ¹ x 500 persons = \$12,900,000)	
Materials	\$800,000
Administration & Training costs	\$1,300,000
Total :	\$15,000,000

¹ Including 5% contribution to the Mandatory Provident Fund and pro-rata annual leave pay.

Positive Life Project

- Purpose:** To promote message on maintaining a positive outlook in life and call on the public to unite and work together for the betterment of the community.
- Number of Places:** 1 000
- Target Group:** Youth
- Salary:** \$4,000 per month
- Duties:** To help to publicise and promote message on maintaining a positive outlook in life and foster a culture of creativity.
- Duration of Employment:** Six months
- Commencement Date:** August 2003
- Relevant Department/
Organisations:** Home Affairs Department (overall project mainly implemented by non-governmental organisations)
- Scope of Training:** Research, promotion techniques, communication and co-ordination skills, activity planning, etc.

Estimated Expenditure:

Salaries (\$4,000 x 6 months x 1.075 ¹ x 1 000 persons = \$25,800,000)	\$25,800,000
Materials	\$627,000
Travelling expenses	\$1,000,000
Administration & Training costs	\$2,573,000
Total :	\$30,000,000

¹ Including 5% contribution to the Mandatory Provident Fund and pro-rata annual leave pay.

Leisure, Cultural, Sport and Arts Training Project

Purpose:	<ul style="list-style-type: none">• to provide youth with sport, culture, and performing art-related training and practice in order to enhance their interest and vocational skills in these areas; and• to promote culture, sport, and art-related activities in order to enhance the standard of sports, culture and performing art in the Hong Kong community.
Number of Places:	1 250
Target Group:	Youth
Salary:	\$4,000 per month
Duties:	<p>To promote cultural and sports activities, performing art and receive training in sports centres, camps, nurseries, public libraries, performing art venues of the Leisure and Cultural Services Department or sports organisations. Duties include –</p> <ul style="list-style-type: none">• to arrange sports training courses;• to assist in horticulture and gardening;• to assist in providing life saving services and managing swimming pools;• to plan and implement camp activities and render administrative support services;• to assist in the daily operation of a public library;• to conduct research in museums and restoration of artefacts;• to promote cultural programmes/activities organised in various cultural centres; or• to assist in stage operation, planning of performing art programmes/activities.
Duration of Employment:	Six months
Implementation Date:	August 2003
Relevant Department:	Leisure and Cultural Services Department (Labour Department to assist in recruitment)
Contents:	To attend training courses/programmes, receive on-the-job training, training on skills in organisation of activities, machine operation, information collection, management, communication and provision of administrative support services, etc.

Estimated Expenditure:

Salary		
(\$4,000 per month x 6 months x 1.075 ¹ x 1 250 places = \$32,250,000)		\$32,250,000
Administration & Training costs		\$3,450,000
Total :		\$35,700,000

¹ Including 5% contribution to the Mandatory Provident Fund and pro-rata annual leave pay.

Leisure and Cultural Guide Project

Purpose:	To promote tourism and enhance the quality of cultural standard of the Hong Kong community through conducting guided tours for tourists and students on the historical background and features of cultural heritage, gardening and species of flowers.
Number of Places:	100
Target Group:	Youth
Salary:	\$4,000 per month
Duties:	To provide guided tour services to tourists and students on the historical background and features of historical heritage, gardening and species of flowers in the museums, cultural spots and major parks under the Leisure and Cultural Services Department, and assist in collecting information and printing publicity/educational materials.
Duration of Employment:	Six months
Implementation Date:	August 2003
Relevant Department:	Leisure and Cultural Services Department (Labour Department to assist in recruitment)
Contents:	To learn more about the historical heritage of Hong Kong, gardening, species of flowers, skills for conducting guided visits, collecting information, basic communication skills, etc.

Estimated Expenditure:

Salary (\$4,000 per month x 6 months x 1.075 ¹ x 100 places = \$2,580,000)	\$2,580,000
Administration & Training costs	\$220,000
Total :	\$2,800,000

¹ Including 5% of contribution to the Mandatory Provident Fund and pro-rata annual leave pay.

Promoting Natural Environment Project

- Purpose:** Training young people to acquire knowledge about Hong Kong's natural environment and nature appreciation techniques; assisting the public and tourists to better utilize natural resources; promote good practice in nature appreciation and improve the natural environment with hands-on experience through physical involvement.
- Number of Places:** 500 (460 Ambassadors, 40 Assistant Country Park Trainees)
- Target Group:** Youth
- Salary:** Ambassador \$4,000/month; Assistant Country Park Trainee \$6,800/month (Fresh Graduate).
- Duties:**
- To acquire knowledge about natural environment of Hong Kong
 - To acquire nature appreciation and interpretation technique
 - To serve as facilitators in nature appreciation, liaison with tourists and other related activities
 - To improve the natural environment with hands-on experiences
- Duration of Employment:** Six months
- Commencement Date:** August 2003
- Relevant department:** Agriculture, Fisheries and Conservation Department (AFCD)
(Labour Department to assist in recruitment)
- Training Programme:** Understanding natural environment of Hong Kong, outdoor activity skill, nature appreciation, hands-on nature conservation works, etc.

Estimated Expenditure:

Salary	\$13,622,400
(1) Assistant Country Park Trainee	
\$6,800/month x 6 months x 1.075 ¹ x 40 person	
=\$1,754,400	
(2) Ambassador	
\$4,000/month x 6 months x 1.075 x 460 persons	
=\$11,868,000	
Materials and Equipment	\$900,000
Administration and Training	\$1,477,600
Transport Cost ²	\$700,000
Total :	<u>\$16,700,000</u>

¹ Including 5% contribution to the Mandatory Provident Fund and pro-rata annual leave pay.

² Owing to the remote location of work sites and lack of public transport service, AFCD has to arrange transport.

Community Care Programme

- Purpose:** To enhance the public awareness, in particular the elders, on environmental and personal hygiene in line with the implementation of the 'Team Clean Campaign' with the aim to improve the general environmental hygiene of Hong Kong.
- Number of Places:** 2 000
- Target Group:** Youth
- Salary:** \$4,000 per month
- Duties:** To assist in the organisation of promotional activities to publicise and educate concepts of environmental and personal hygiene among the elderly people and other members of the community and to support the promotion and public education implemented by Team Clean.
- Duration of Employment:** Six months
- Commencement Date:** August 2003
- Responsible Department:** Social Welfare Department (Labour Department to assist in recruitment and the overall work to be implemented mainly by non-governmental organisations)
- Content of Training:** project planning, collection of information, promotion skills, communication and co-ordination, etc.

Estimated Expenditure:

Salary	
\$4,000 per month×6 months×1.075 ¹ ×2 000 persons	
= \$51,600,000	\$51,600,000
Cost of material and activities	\$3,100,000
Training and administration costs	\$5,300,000
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	Total: \$60,000,000
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¹ Including 5% contribution to the Mandatory Provident Fund and pro-rata annual leave pay.

Increase the places under the Skills Enhancement Project

Purpose: To provide training for workers of industries that are hard hit by the outbreak of SARS (for example, the hotel, tourism, catering and retail industries), who are unemployed or on on-pay leave, so as to enhance their skills.

Number of Places: 15 000 (The number of training places will be increased from the original target of 10 000 to 15 000. The additional places will be rolled out in two phases.)

Target Group: Workers of industries that are hard-hit by the outbreak of SARS who are unemployed or on on-pay leave.

Content of Training: (1) A module to provide trade-specific skills enhancement; and
(2) A module on generic skills
- language,
- IT ; and
- soft skills.

Allowance: \$200 daily, with a maximum of \$4,000 monthly

Duration of Training: About two months

Commencement Date: The first phase of the additional training places will begin in early August 2003.

Responsible

Organisation: Employees Retraining Board

Additional Expenditure for 5 000 more trainees:

Generic skills ¹ (\$30/hr x 120hr x 5 000 persons)	\$18,000,000
Special allowance (\$4,000/month x 2 months x 5 000 persons)	\$40,000,000
Administration & Promotion	<u>\$2,000,000</u>
Total :	\$60,000,000

¹ Assuming that the cost for the trade specific training to be funded by the Skill Upgrading Scheme.

Integrated Scheme for Local Domestic Helpers (LDHs)
- increase the places to provide incentive allowance for LDHs

Purpose: To promote the employment opportunity of LDHs and to alleviate the mismatch with respect to geographical locations and working hours.

Number of Places: 8 000 (Increasing the number of 4 000 under the existing Scheme by another 4 000)

Target Group: LDHs who have undergone the LDH training provided by the Employees Retraining Board, and in possession of the competency card.

Allowance: \$50 daily, with a maximum of \$1,200 monthly.

Eligibility:

- Applicants have to be registered with the Integrated Scheme for LDHs and be placed to fill new vacancies through the Scheme.
- Applicants have to be working either across district¹ or covering unsocial hours², for at least two hours per session.

Responsible Organisation: Employees Retraining Board

Estimated Expenditure :	Expenditure (for another 4 000 LDHs)		
		<u>2003-04</u>	<u>2004-05</u>
Special allowance (4 000 x LDHs x \$1,200/month x 6 months)	\$28,800,000	= \$9,600,000	+ \$19,200,000
Administration cost	\$1,000,000	= \$330,000	+ \$670,000
Publicity cost	\$200,000	= \$70,000	+ \$130,000
Total	\$30,000,000	= \$10,000,000	+ \$20,000,000

¹ Across district means :
- Kowloon/the New Territories/the Islands to/from Hong Kong Island; and
- Kowloon/the New Territories to/from the Islands.

² "Unsocial hours" is defined as the period between 6 pm to 9 am.

Special Improvement in Environmental Hygiene

Purpose: To improve environmental hygiene and create more job opportunities.

Number of Places: 4 250 (including extending the 3 000 temporary jobs being created between May and July and creation of 1 250 new jobs).

Duties: To carry out the following duties –

- (1) cleansing and washing of public places and environmental blackspots;
- (2) cleansing and washing of private lanes and common parts of old tenement buildings; and undertaking minor repair works, including limewashing, at these places;
- (3) undertaking rodent and pest control work, including anti-mosquito measures; and
- (4) cleansing of markets, cooked food centres and hawker sites; and collecting refuse at on-street dumping spots.

Duration of Employment: Six months

Commencement Date: The 1 250 new jobs (including the engagement of a limited number of short-term non-civil service-contract (NCSC) staff to assist in contract management and investigation of environmental nuisances, etc.) to commence in September 2003 while the remaining 3 000 jobs would be extended for another six months in the period between November 2003 and January 2004.

Responsible Department: Food and Environmental Hygiene Department

Estimated Expenditure:

We estimate that the cost of outsourcing the above services (contractors would have to engage 4 050 workers and provide the necessary equipment and protective gears) and engaging NCSC staff would be around \$215 million.

	(\$ Million)
Contracting Out	202
Contract Management (recruitment of NCSC staff)	13
Total :	215

Special Improvement in Environmental Hygiene in Public Housing Estates

Purpose: To enhance environmental hygiene in public housing estates; patrol hygiene black spots; educate estate residents and commercial tenants on the importance of environmental hygiene and possible ways for improvement; and publicise the new marking scheme.

Number of Places: 583 employees (500 cleansing/general staff; 83 supervisors)

Salary: \$5,500 per month for cleansing/general staff; \$9,500 per month for supervisors.

Duties : Responsibilities of cleansing/general staff include –

- (1) to clean the environment of estates, with special attention to the hygiene black spots in the estate;
- (2) to enhance the awareness of estate residents and commercial tenants in keeping the environment clean and caring for public property through various means, e.g. distributing leaflets and organising cleansing competitions, and advising estate residents on how to keep their home clean, e.g. the use of cleaning detergents;
- (3) to brief estate residents and commercial tenants on the new marking scheme; and
- (4) to assist in the inspection of drainage system in public housing estates.

Responsibilities of supervisors include –

- (1) to co-ordinate publicity and cleansing work in the estate;
- (2) to arrange, manage and supervise the daily work of cleansing/general staff; and
- (3) to conduct regular patrols at various spots of the estate, especially the hygiene black spots.

Duration of Employment: Six months

Commencement Date: August 2003

Responsible Department: Housing Department

Estimated Expenditure :

Salary	\$22,823,325
(1) Cleansing/general staff	
\$5,500 (per month) × 6 (months) × 1.075 ¹ × 500 (staff)	
= \$17,737,500	
(2) Foreman	
\$9,500 (per month) × 6 (months) × 1.075 × 83 (staff)	
= \$5,085,825	
Administration fees	<u>\$ 176,675</u>
Total :	<u><u>\$23,000,000</u></u>

¹ Including 5% of contribution to the Mandatory Provident Fund and pro-rata annual leave pay.

Provision of cleaning-related service to public leisure venues

Purpose: To create job opportunities through contracting out to step up the cleaning service provided to 1 400 leisure venues of the Leisure and Cultural Services Department. This project also helps providing opportunities to revitalize the business market.

Number of Places: 800

Duties: To provide cleaning services to the leisure venues of the Leisure and Cultural Services Department.

Duration of Employment: Six months

Implementation Date: August 2003

Relevant Department: Leisure and Cultural Services Department

Estimated Expenditure \$30 million (this includes the engagement of 800 staff, the administration cost and the provision of materials and equipment, based on the previous experience of contracting-out)

Contract out	\$30,000,000
Contract Management cost	----
Total	\$30,000,000

Provision of additional maintenance services to country parks

Purpose: To enhance conservation measures of country parks in order that their ecological and recreation value can be ensured.

Number of Places: 967

Salary: \$6,000/month for workers (required to work outdoor, at irregular hours and during weekends and public holidays)

- Duties:**
- (1) To carry out maintenance works at country parks and other sites of high ecological value, including pruning trees, cutting fire breaks and removing weeds, climbers and litter.
 - (2) To carry out maintenance and cleaning-related service to other Agriculture and Fisheries and Conservation Department venues (such as farms and markets, etc.)

Duration of Employment: Six months

Commencement Date: August 2003

Relevant Department: Agriculture, Fisheries and Conservation Department (AFCD)

Estimated Expenditure:

Salaries	\$38,706,450
(1) Supervisors	
\$10,000/month x 6 months x 1.075 ¹ x 6 persons	
= \$387,000	
\$8,500/month x 6 months x 1.075 ¹ x 70 persons	
= \$3,837,750	
(2) Worker	
\$6,000/month x 6 months x 1.075 ¹ x 891 persons	
= \$34,481,700	
Materials and Equipments	\$2,000,000
Transport ²	\$2,000,000
Administration & Training	\$1,593,550
Total :	\$44,300,000

¹ Including 5% of contribution of the Mandatory Provident Fund and pro-rata annual leave pay.

² Owing to the remote locations of work sites and lack of public transport, AFCD has to arrange transport.

**Provision of additional support to measures under
the Support for Self-reliance Scheme**

Purpose: To assist the Social Welfare Department in taking forward measures to strengthen the Support for Self-reliance Scheme by making prompt arrangements for more Comprehensive Social Security Assistance (CSSA) able-bodied unemployed recipients to perform community work with a view to helping them build up their self-confidence and enhance their ability to find jobs in the open market. Past successful experience shows that through participating in community work, CSSA recipients would be able to regain self-esteem, pay more regard to their own social responsibilities and strengthen their motivation to find employment.

Number of Places: 100 (Community Work Organisers)

Salary: \$7,000 per month

Duties: Community Work Organisers will assist in taking forward measures to strengthen the Support for Self-reliance Scheme by making prompt arrangements for more CSSA able-bodied unemployed recipients to participate in community work, supervise and give guidance to them in carrying out the community work, and at the same time monitor their performance and discipline.

**Duration of
Employment:** One year

**Commencement
Date:** August 2003

**Responsible
Department:** Social Welfare Department

Estimated Expenditure:

	2003/04	2004/05
Salary	*\$6,020,000	**\$3,010,000
Administration costs	\$313,000	\$157,000
Salary + administration costs:	<u>\$ 6,333,000</u>	<u>\$3,167,000</u>

Total : **\$9,500,000**

* \$7,000 per month x 8 months x 1.075¹ x 100 persons
= \$6,020,000

** \$7,000 per month x 4 months x 1.075 x 100 persons
= \$3,010,000

¹ Including 5% of contribution to the Mandatory Provident Fund and pro-rata annual leave pay.